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Starting the Upward Climb?

- Prospects for the future look brighter than they have in recent years.
- For the first time since 1979-80, increases in salary for public institutions are equal to or greater than those for private institutions.
- Increases in salary levels expressed in real terms rose 2.5 percent.
- Increases in salary for continuing faculty averaged 7.2 percent.
- Salaries averaged $34,830, $29,770, $25,600, and $24,550 for institutions in Categories I (Doctoral-level), IIA (Comprehensive), IIB (General Baccalaureate), and IV (Two-year without academic ranks), respectively.

These highlights and others are discussed in the report by W. Lee Hansen, chairman of the AAUP's Committee Z on the Economic Status of the Profession.

This special issue of *Academe* is devoted to the complete report of Committee Z. The faculty data used to prepare this report were provided by institutions that completed Form MEA 22. The AAUP annual survey was conducted by Maryse Eymonerie Associates, who were also responsible for editing, processing, and tabulating the data for this report. Data for 2,124 (2,059 regular institutions and 65 medical schools) are presented in the three Appendix Tables at the end of this report.

The Annual Report on the Economic Status of the Profession, 1984–85

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Starting the Upward Climb?

The Annual Report on the Economic Status of the Profession, 1984–85*

This year's news about the economic status of the profession is the most encouraging we have been able to report for many, many years. While the overall gain in the real value of faculty salaries this year is surprisingly large, there is still a long way to go before real salaries climb back to the levels that characterized the 1960s and even the early 1970s.

AAUP Renews Salary Survey

Because salary information provided by colleges and universities forms the backbone of the report, we begin by discussing how this year's data were collected. As readers of recent Committee Z reports know, AAUP, beginning in 1976–77, relied on the National Center for Education Statistics (NCES) for the collection of faculty salary data part of its Higher Education General Information Survey (HEGIS). (AAUP had previously collected salary data annually since 1958 and biennially back to the mid-1940s.) Through January 1983 the AAUP had been able to work with preliminary versions of the NCES data tapes in preparing the Committee Z report. But to ensure the accuracy of the NCES data and the correctness of our method of presenting them in the report, AAUP has always sent to each institution a final copy of the to-be-published data for its verification. This procedure worked well; relatively few corrections have had to be published over the years.

By late March 1984, it became clear that for various reasons AAUP would not be able to obtain from NCES the preliminary tapes containing 1983–84 salary data. As a consequence, we had to gather the data quickly on our own. The cooperation of college and university officials who provided copies of their HEGIS report was magnificent. By mid-May we had received and subsequently verified the information for all of the institutions whose salary data appeared in the 1983–84 Committee Z Report.

*The data for this report were collected, processed, and tabulated for the American Association of University Professors by Maryse Eymonerie Associates. Inquiries concerning the data presented in this report, the ordering of additional tables, or special tabulations should be directed to Maryse Eymonerie Associates (MEA), P.O. Box 520, McLean, Virginia 22101, telephone (703) 448-8519. Orders for additional copies of the Annual Report itself should be directed to AAUP, Suite 500, 1012 14th Street, N.W., Washington, D.C. 20005, telephone (800) 424-2973. (Price $25, prepaid order only).

Knowing that it would be impossible to obtain the NCES tapes again this year, and presumably in future years as well, AAUP reinstituted its own data-collection effort last fall. Again this year, the response of college and university officials to our survey has been enormously gratifying. After closing off the responses and completing the data verification late in February, we had received information for over 2,000 institutions.

The early closing was set to permit earlier publication of the Committee Z Report on the Economic Status of the Profession. Its appearance at least two months earlier than usual will enhance its value to faculty members, administrators, governing boards, and legislators, who in the late spring are typically in the process of deciding on 1985–86 salary increases.

The committee wants to express its special appreciation to the many college and university officials who responded to our request for salary information. The committee also thanks Maryse Eymonerie Associates, not only for designing the survey instrument, collecting, verifying, and organizing the data, but also for completing the job speedily so that this year's report could go to press in the spring, as was done in the years before AAUP began relying on NCES data.

1984–85 Salary Gains

The average salary level of college and university professors for all categories and all ranks combined rose by 6.6 percent from 1983–84 to 1984–85. After adjusting for price-level increases, estimated to be 4.0 percent over the academic year, the average level of real faculty salaries increased by 2.5 percent. This rather substantial increase in real salaries is the largest since the 1960s. The fact that real salary levels have now risen for four straight years may signal the start of a more sustained effort to restore the real level of faculty salaries to what they were a decade or more ago.

This year's gain is considerably greater than most observers would have anticipated a year ago. Several factors account for this. One is the relatively low rate of inflation that has averaged about 4 percent for the past three years. Another is the strong growth of the economy, which is now well into its third year of expansion. The average annual growth rate of real gross national product over the past two years has been in excess of 5 percent. Per capita real disposable personal income has risen almost as fast.

The greatly improved condition of the economy has

TABLE I

Percentage Increases in the Consumer Price Index and Average Salary, Monetary and Real[1]—Insitutions Reporting Comparable Data for Each of the One-Year Periods Since 1970–71

One-Year Period	Prof.	Assoc.	Ass't.	Inst.	All Ranks	Prof.	Assoc.	Ass't.	Inst.	All Ranks	Increase in CPI
	INCREASE IN MONETARY SALARY					INCREASE IN REAL TERMS					
1970-71 to 1971-72	3.3	3.5	3.7	4.5	3.6	−0.3	−0.1	0.1	0.9	0.0	3.6
1971-72 to 1972-73	4.3	4.2	4.1	3.9	4.1	0.3	0.2	0.1	−0.1	0.1	4.0
1972-73 to 1973-74	5.2	5.2	4.8	4.7	5.1	−3.5	−3.5	−3.9	−3.9	−3.6	9.0
1973-74 to 1974-75	5.8	5.9	5.7	5.8	5.8	−4.8	−4.7	−4.9	−4.8	−4.8	11.1
1974-75 to 1975-76	6.2	5.9	5.7	6.1	6.0	−0.8	−1.1	−1.3	−0.9	−1.0	7.1
1975-76 to 1976-77	4.7	4.7	4.7	4.7	4.7	−1.0	−1.0	−1.0	−1.0	−1.0	5.8
1976-77 to 1977-78	5.2	5.4	5.3	5.4	5.3	−1.4	−1.2	−1.3	−1.2	−1.3	6.7
1977-78 to 1978-79	5.6	5.8	5.9	6.0	6.0	−3.5	−3.3	−3.2	−3.1	−3.1	9.4
1978-79 to 1979-80	7.5	7.0	6.8	6.4	7.1	−5.1	−5.6	−5.7	−6.1	−5.5	13.3
1979-80 to 1980-81	8.8	8.5	8.8	8.6	8.7	−2.5	−2.8	−2.7	−2.7	−2.6	11.6
1980-81 to 1981-82	9.0	8.8	9.1	8.2	9.0	0.3	0.2	0.4	−0.3	0.3	8.7
1981-82 to 1982-83	6.3	6.3	6.8	6.7	6.4	1.9	1.9	2.4	2.3	2.0	4.3
1982-83 to 1983-84	4.6	4.4	5.0	5.1	4.7	0.9	0.7	1.2	1.4	1.0	3.7
1983-84 to 1984-85	6.7	6.4	6.6	6.2	6.6	2.6	2.3	2.5	2.1	2.5	4.0*

[1]Monetary salary is salary measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage increase in the *Consumer Price Index* obtained from the Bureau of Labor Statistics (CPI on standard academic-year basis). Negative numbers = decreases.

* The changes in the CPI for the months of February through June 1985 have been estimated. As soon as the information becomes available, this figure will be revised if necessary and published in a subsequent issue of *Academe*.

helped to ease the financial condition of colleges and universities. Private independent as well as church-related institutions have been able to maintain the rate of salary increases they provided last year. More important, public institutions on average have been able to increase salaries considerably because of the much more favorable revenue picture for state and local governments. Indeed, the sharp increase in overall salary levels, from 4.7 percent a year ago to 6.6 percent this year, is attributable almost entirely to larger than average salary increases at public colleges and universities.

The impact of developments in the public sector becomes even clearer as we compare salary increases over the past two years. For all ranks and categories combined, average salary levels rose by 6.9 percent for public institutions, 6.0 percent for private independent institutions, and 5.8 percent for church-related institutions. Similar increases for the previous year were 4.0, 6.5, and 5.7 percent, respectively. The almost three percentage point increase over the previous year for public institutions warrants comment. When 1983–84 budgets were being determined in early 1983, states faced a bleak revenue picture; many were required to raise taxes, and they tried to contain expenditures, often by holding down salary increases. By early 1984, when 1984–85 budgets were being determined, economic conditions had improved greatly and states were beginning to project substantial surpluses. As a result, salary increases at public colleges and universities were considerably better in 1984–85. Nonetheless, salary increases in 1984–85 tended to be smaller for states operating on a biennial budget because their salaries were determined in the spring of 1983. This may have contributed to the wider spread of salary increases this year.

Even though public institutions raised their salary levels substantially relative to other types of institutions, their salaries still lag considerably. For example, over the past five years (since 1979–80) salary levels in public institutions have risen 39.0 percent as compared to 42.5 percent for church-related and 46.9 percent for private institutions. It is not clear what accounts for this pattern. It could reflect attempts by church-related and to an even greater extent private independent institutions to make up for greater salary declines in the 1970s. Or it could simply reflect efforts by these institutions to improve their competitive position relative to public institutions.

Despite these differences, this year's increases in salary levels varied considerably, as shown on the left-hand side of Table 1. Of particular interest is what happened in public institutions. Salaries in Categories IIA and IIB institutions rose by a full percentage point more than they did in Categories I and IIC institutions and by closer to two percentage points more than they did in Category IV institutions. Inasmuch as salary levels in Category I institutions rose somewhat more over the past several years, this may reflect some catching up, particularly for the Categories IIA and IIB institutions.

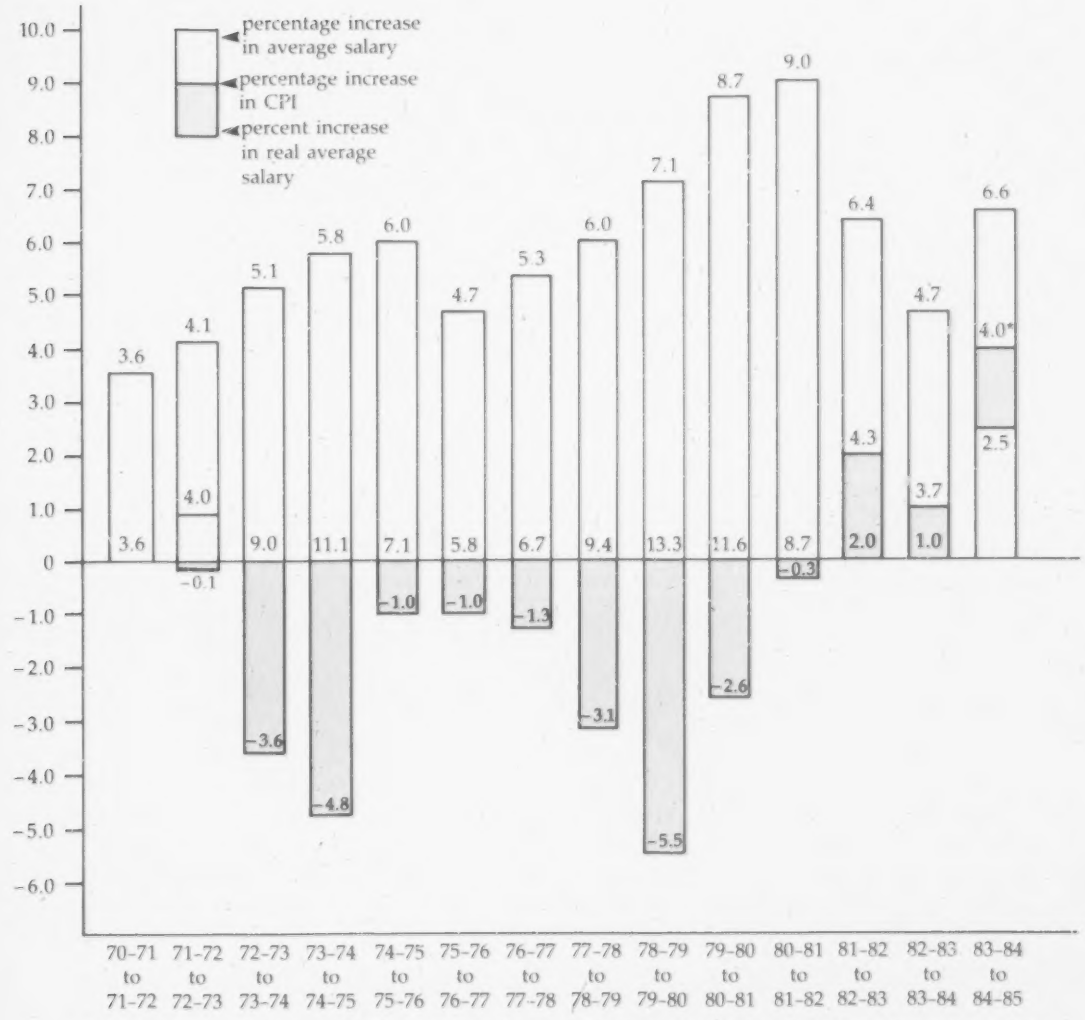
Additional insight into the salary structure is provided by comparing average salary levels, shown in the left-hand columns of Table 3. For all ranks and categories combined, average salaries in private independent institutions are higher than those in public institutions which are in turn higher than those in church-related institutions. This pattern, however, is not uniform across the various categories of institutions. In Categories IIC, III, and IV, average salaries in public institutions exceed those in private inde-

pendent institutions by rather sizeable margins (about $4,000, $6,000 and $8,000 respectively), and the latter exceed those for church-related institutions in all but Category IV. For Category IIA we see that average salaries are almost identical across all three types of institutions. However, Category I salaries at public universities lag rather far behind those of private institutions ($5,000), but only a bit behind those of church-related ($1,000). The story is the opposite in Category IIB where church-related institutions lag behind.

If any explanation is to be sought for these patterns we must appeal to the striving of private institutions in Categories I and IIB to maintain their prestige and dominance over public institutions. They accomplish this by paying more competitive salaries to their faculty members. But there is another aspect, and that is the tendency for the spread of average salary levels in the public sector to be more limited. For example, the differential between Categories I and IIA institutions is much smaller in the public sector ($4,000) as contrasted to the private sector ($10,000) and to the church-related sector ($5,000). Thus public Category I universities are in a difficult position to compete with private as well as church-related universities; the same is true of Category IIB institutions. Similar observations apply but in the opposite direction for the other categories of institutions discussed earlier. Readers must remember, of course, that these institutional categories are not

FIGURE 1

Percentage Changes in Average Faculty Salaries, The Consumer Price Index, and Average Real Faculty Salaries 1970–71 to 1984–85

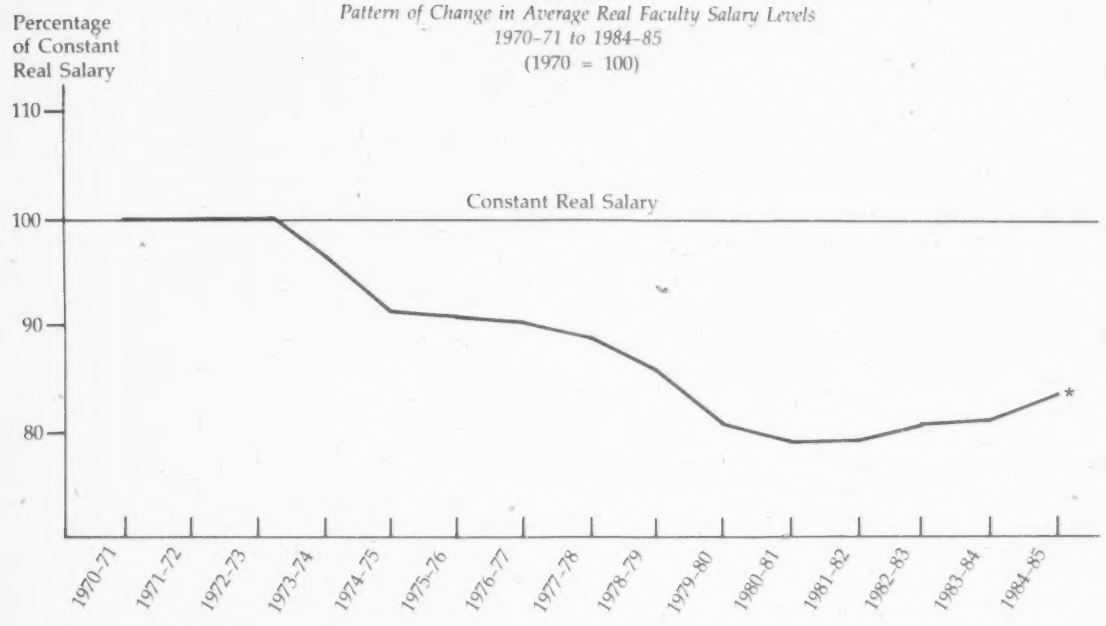


Source: Based on data from Committee Z Report on the Economic Status of the Profession, AAUP Bulletin and *Academe: Bulletin of AAUP*, various issues.

*Estimated

FIGURE 2

Pattern of Change in Average Real Faculty Salary Levels
1970–71 to 1984–85
(1970 = 100)



*Estimated

homogeneous; wide differences exist within the categories and sectors. Nevertheless, the pattern of salary differences is quite striking.

Of more interest to most faculty members are salary increases for continuing faculty members (i.e., those who were employed in the same institution this year and last year); these data are shown in the right-hand columns of Table 1. As in the past, salary increases for continuing faculty members exceed those for all faculty members, with an overall increase for continuing faculty members of 7.1 percent compared to 6.6 percent for average salary levels. This reflects the fact that continuing faculty members are rewarded for their service and performance, and are promoted as they move up through their careers. What is interesting to note this year is the somewhat larger increase for continuing faculty members in private as contrasted to public institutions; the increase for continuing faculty members in private institutions was a full percentage point higher than the increase in average salary levels, as compared to a 0.3 percent difference in the public sector. This suggests that private institutions are putting more emphasis on retaining their existing faculty members than on attracting new faculty members.

An examination of changes in salary levels by rank reveals little differentiation (see Table 1). However, when we turn to data on continuing faculty members, we see that substantial efforts have been made to boost the salaries of assistant professors. This is especially noticeable for public institutions in Categories I, IIA, and IIC and for private independent institutions in Categories I and IIB.

Finally, the distributions of increases in average faculty salary levels and in average salary increases for continuing faculty members are shown in Table 2, for institutions and for faculty members by institutions. Almost a quarter of all public institutions raised faculty salary levels by 10 percent or more as compared to one tenth of private independent institutions and of church-related institutions. These figures can be contrasted with comparable data for last year which show increases of 8, 18, and 14 percent, respectively. In other words, this year a substantial number of public institutions provided large increasess in faculty salary levels.

Long-Run Changes in Salaries

A graphic picture of the trend in overall salary-level increases and in real salary changes emerges from Figure 1, which is based on Table I but includes additional data back to 1970–71. The figure at the top of each bar shows the nominal increase in average salary level; the figure just above the horizontal line is the increase in the consumer price index; and the figure at the bottom of each bar indicates the change in real salary levels. Put another way, the white bar indicates the nominal change in average salary level, and the black bar indicates the extent of change in real salaries; declines are shown by the length of the bar below the horizontal line and increases by the length of the bar above the horizontal line.

It is quite apparent that declines in real salaries are in considerable part a function of price level increases. Increases in average nominal salary levels over the 1970s and early 1980s were not low by historical standards; they averaged about 6 percent as compared to 4.5 percent in the 1960s. However, prices increased much more, causing salary levels to fall in real terms, with the most substantial declines occurring from 1972–73 to 1980–81. The cumulative effect of these declines is shown in the lower part of Figure 2, which plots the level of real salaries using 1970–71 as a base.

We observe that by 1980–81 salaries declined to 79.4 from a 1970–71 base of 100.0. Real salary increases since 1980–81 have pushed the 1984–85 level of real salaries up to 84.1 which is still far short of the old 1970–71 level of real salaries.

What are the real implications of these declines? We can answer that question in two different ways. First, the average level of faculty salaries would have to increase substantially above its 1984–85 level to erase the effect of past declines. To bring 1984–85 salary levels to their 1970–71 level in real terms would require an 18.9 percent increase ([100.0-84.1] divided by 84.1). Second, the average level of salaries in 1984–85 would have to increase by even more to make up for each of the past-year losses of real salaries. We can estimate the value in 1984–85 of these past losses by calculating the present value of the difference between actual salary levels and those required to maintain the level of real salaries. The total loss that results is equivalent to almost two years of salary. Of course, the prospects of obtaining salary increases of this magnitude are remote. Nonetheless, the calculation is useful in emphasizing the cumulative impact of the salary erosion of the 1970s.

Salary Comparisons with Other Groups

These comparisons rest on the assumption that the maintenance of real salaries is an appropriate benchmark. The benchmark is appropriate only to the extent that other competing groups of employees are also able to maintain their real salaries. In fact, the real salaries of middle- and upper-level professional, technical, and administrative personnel in the private sector held their own, at least through 1983–84, the most recent year for which data are available.

TABLE II

Comparisons of 1983–84 Average Academic Salary Levels with March 1984 Average Salaries of Similar Groups of Workers in Private Industry

Average Salary Level	PANEL 1 Federal Government March 1983	PANEL 2 Private Industry March 1983	PANEL 3 AAUP All Institutions Combined Academic Year 1983–84
$90,000			
		87,570 (Atty. VI)	
80,000			
		70,790 (Engr. VIII)	
70,000		69,840 (Ch. Acct. IV)	
		65,870 (Dir. Pers. IV)	
		63,070 (Chem. VII)	
60,000			
	59,050 (GS-15)		
		55,460 (Atty. IV)	
		53,750 (Engr. VI)	
50,000			
		45,610 (Chem. V)	
		42,620 (Dir. Pers. II)	
	41,960 (GS-13)		
40,000		39,010 (Engr. IV)	
		37,840 (Buyer IV)	37,400 (Full Profs.)
		35,720 (Acct. IV)	
		34,880 (Job Anal. IV)	
		31,930 (Programmer IV)	
30,000			29,130 (All Ranks)
	28,760 (GS-11)		28,220 (Assoc. Profs.)
			23,210 (Ass't. Profs.)
20,000			
			18,660 (Instrs.)

Sources: Panels 1 and 2: U.S. Department of Labor, Bureau of Labor Statistics, *National Survey of Professional, Administrative, Technical and Clerical Pay*, March, 1984, Bulletin 2208, September 1984, Table D-1. Average annual salaries reported. Panel 3: American Association of University Professors, "Bottoming Out? Annual Report on the Economics Status of the Profession," *Academe* 70-(July–August 1984), Table 5. Faculty salaries reported on a standard academic-year basis.

Note: All figures are rounded to the nearest $10.

TABLE III

Index of Percentage Change in Real Average Academic Salary Levels 1970–71 to 1983–84 and in Real Average Salaries of Similar Groups of Employees in Private Industry March 1971 to March 1984

Selected Occupations and Levels	*March 1971 to 1984*
Attorney VI	102.4
Engineer VIII	103.3
Chief Accountant IV	110.8
Chemist VII	100.4
Attorney IV	97.6
Director of Personnel IV	107.7
Engineer VI	102.1
Chemist V	99.3
Director of Personnel II	104.5
Engineer IV	98.0
Buyer IV	99.8
Accountant IV	102.1
Job Analyst IV	96.6
All Positions Combined	101.9
Average Academic Salaries	*1970–71 to 1983–84*
All Ranks Combined	82.0
Relative Change in Average Academic Salaries/vis-à-vis Salaries in Private Industry	
All Positions Combined	80.5

Source: Handbook of Labor Statistics, December 1980, *BLS Bulletin* 2070; and *National Survey of Professional, Administrative, Technical and Clerical Personnel*, March 1984, *BLS Bulletin* 2208. CPI: BLS but adjusted to academic-year basis (July thru June).

Notes: Private industry salaries are viewed as reflecting average salary levels for the half year prior to and first six months of the indicated years (e.g. 1973 = 1972-73). All positions combined refers to the Group C category which are equivalent to GS-11 and above.

We have two ways of making comparisons with other groups. One is to compare the levels of average salaries, as shown in Table II. As has been the case in the past, average faculty salaries are considerably lower than salaries in private sector jobs that require comparable skills. Whether the amenities of academic life are sufficient to compensate for the differentials is not clear, of course. All one can infer is that the amenities must be worth much more now than they were some years ago, but there is no way to make an independent check on this inference.

The other approach is to compare indexes of average salaries for private sector workers and for faculty members over the period 1970–71 to 1983–84, as shown in Table III. We find that in the private sector average salaries rose by 1.9 percent in real terms. This means that real salary increases for private sector employees slightly outpaced price level increases. To bring faculty members up to this level would have required a salary increase of 24.3 percent rather than the 21.1 percent needed in 1983–84. (Note that because the March 1985 private sector salary data are not yet available, we must work with 1983–84 data.)

Similar comparisons for other groups of employees, including state and local employees who are not in education, indicate that only college and university professors suffered substantial declines in real salaries during this period. What accounts for this disparate treatment remains to be understood.

The Prospects

The prospects for the future look brighter than they have in recent years. The growing concern about the quality of higher education and about the capacity of the higher education system to provide well-trained people at all levels seems almost certain to focus public attention on what needs to be done. High on the priority list is raising faculty salaries so as to reward college and university professors for their work, prevent valued faculty members from being lured to other sectors of the economy, and attract into the profession talented young people who will become the scholars and teachers of the future.

Committee Report

The committee spent considerable time during the past year dealing with the problems connected with reinstituting our own salary survey. It also wrestled with the definitions of fringe benefits and related issues; these changes are reported in the Explanation of Statistical Data. Members of the committee offered advice on other economic issues, notably those dealing with retirement.

Committee members Ronald Ehrenberg, Hirschel Kasper, Diane Zannoni, and Carl Patton (consultant to the committee) join me in thanking institutions for their superb cooperation and in commending Maryse Eymonerie for the energy and intelligence she brings to her work for the committee.

W. Lee Hansen (Economics)
University of Wisconsin-Madison
Chairman, Committee Z on the
Economic Status of the Profession

TABLE 1

Percentage Increases in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 1983-84 to 1984-85[1]

Academic Rank	All Combined	Public	Priv. Ind.	Ch.-Rel.	All Combined	Public	Priv. Ind.	Ch.-Rel.
	SALARY LEVELS				CONTINUING FACULTY			
CATEGORY I								
Professor	6.5	6.6	6.1	7.1	6.6	6.7	6.4	7.4
Associate	6.3	6.4	5.5	6.6	7.3	7.3	7.0	7.7
Assistant	6.7	6.9	6.1	7.0	8.0	8.1	7.8	7.7
Instructor	6.0	6.4	4.2	5.4	7.5	7.6	6.7	7.9
Lecturer	6.9	7.1	5.8	10.9	6.2	6.1	6.5	7.4
All Ranks	6.5	6.6	6.0	6.9	7.1	7.1	6.8	7.6
CATEGORY IIA								
Professor	7.6	8.0	6.2	5.7	6.7	6.6	7.0	6.5
Associate	6.9	7.3	5.9	5.3	7.2	7.3	7.1	6.9
Assistant	6.7	7.1	5.9	5.2	7.7	7.9	7.0	7.4
Instructor	6.7	7.0	5.2	6.1	7.8	8.0	6.7	8.0
Lecturer	6.8	6.8	5.6	11.4	6.3	6.2	6.4	7.4
All Ranks	7.2	7.5	6.0	5.5	7.2	7.2	7.1	6.9
CATEGORY IIB								
Professor	6.2	7.9	5.7	5.4	6.8	8.1	6.7	6.1
Associate	6.2	7.6	6.0	5.4	7.2	8.4	7.3	6.4
Assistant	6.1	7.3	5.8	5.5	7.5	8.1	8.0	6.7
Instructor	6.4	7.0	5.8	6.1	8.0	9.3	8.1	7.0
Lecturer	8.2	8.4	7.5	6.4	8.1	8.9	7.2	7.3
All Ranks	6.2	7.6	5.8	5.5	7.2	8.3	7.2	6.4
CATEGORY IIC								
Professor	5.8	5.5	6.1	6.0	6.5	6.4	6.8	5.4
Associate	6.6	6.8	6.7	5.2	6.8	6.6	7.1	6.1
Assistant	6.7	7.5	6.2	6.0	7.7	8.2	7.3	7.1
Instructor	5.7	6.1	5.5	4.6	8.3	8.5	8.3	6.5
Lecturer	11.2	12.2	8.0	-	7.3	6.4	8.2	-
All Ranks	6.3	6.4	6.3	5.8	7.2	7.0	7.7	5.8
CATEGORY III								
Professor	6.1	6.1	3.7	4.1	6.2	6.2	7.0	6.2
Associate	5.8	5.8	4.9	6.4	6.9	6.9	8.6	3.5
Assistant	5.9	5.9	6.8	3.1	7.3	7.3	7.9	4.1
Instructor	5.4	5.5	4.7	2.8	8.4	8.5	7.9	3.0
Lecturer	7.4	7.3	9.1	-	7.0	6.9	10.3	-
All Ranks	5.9	5.9	5.1	3.9	7.0	7.0	7.8	4.1
CATEGORY IV								
No Rank	5.8	5.8	6.2	6.1	6.7	6.7	6.3	5.5
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	6.7	7.0	6.1	5.9	6.7	6.7	6.6	6.5
Associate	6.4	6.8	5.8	5.6	7.2	7.3	7.1	6.8
Assistant	6.6	6.9	6.0	5.7	7.8	7.9	7.7	7.1
Instructor	6.2	6.5	5.1	6.0	7.9	8.1	7.3	7.2
Lecturer	7.1	7.2	6.0	10.2	6.4	6.3	6.6	7.4
All Ranks	6.6	6.9	6.0	5.8	7.1	7.2	7.0	6.8

[1]Samples includes 1,736 and 1,243 institutions, respectively. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 2

Percentage of Institutions with Specific Increases in Salary Levels, Percentage of Institutions with Specific Increases in Salary for Continuing Faculty, and Percentage of Faculty Teaching in These Institutions, by Affiliation, 1983-84 to 1984-85[1] (Percentages Cumulated Downward)

Percentage Increases	All Combined	Public	Priv. Ind.	Ch.-Rel.	All Combined	Public	Priv. Ind.	Ch.-Rel.
INSTITUTIONS		SALARY LEVELS			CONTINUING FACULTY			
15 Percent & Over	4.4	5.4	3.1	3.9	2.2	3.3	1.4	1.3
14 Percent & Over	5.8	7.8	4.0	4.2	3.1	5.3	1.4	1.3
13 Percent & Over	6.9	9.5	4.4	5.0	4.4	7.7	2.1	1.7
12 Percent & Over	8.2	11.1	5.6	5.9	6.0	10.2	2.8	3.0
11 Percent & Over	12.0	18.2	6.2	7.3	9.1	14.2	5.2	5.3
10 Percent & Over	16.1	23.2	9.7	10.3	14.4	20.4	9.4	10.2
9 Percent & Over	21.6	31.4	14.0	12.6	21.1	29.2	15.7	14.2
8 Percent & Over	29.8	40.4	21.2	20.4	32.4	41.4	27.5	23.4
7 Percent & Over	38.4	48.9	30.8	28.2	45.9	54.4	44.2	34.7
6 Percent & Over	50.6	58.9	46.1	41.3	64.3	67.0	66.9	57.8
5 Percent & Over	64.6	68.6	64.5	58.4	78.9	75.2	86.1	77.6
4 Percent & Over	78.2	79.0	79.1	76.0	89.4	87.6	94.4	87.1
3 Percent & Over	86.6	85.6	87.8	87.2	93.5	92.5	96.9	91.7
2 Percent & Over	93.3	93.4	93.8	92.7	95.1	94.5	97.2	94.1
1 Percent & Over	96.5	96.2	97.5	96.1	96.1	95.3	98.2	95.0
Below 1 Percent	3.5	3.8	2.5	3.9	3.9	4.7	1.8	5.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FACULTY MEMBERS								
15 Percent & Over	4.6	6.1	.8	1.6	1.9	2.5	.7	.7
14 Percent & Over	6.0	7.9	1.0	1.7	2.6	3.5	.7	.7
13 Percent & Over	7.1	9.5	1.0	2.5	4.5	6.3	.9	.9
12 Percent & Over	8.6	11.4	1.4	2.7	6.7	9.1	1.3	2.0
11 Percent & Over	14.8	20.1	1.7	3.2	9.5	12.6	2.4	3.7
10 Percent & Over	18.2	24.1	3.7	5.7	13.7	17.8	4.4	7.0
9 Percent & Over	24.5	32.2	5.7	7.0	21.0	25.9	9.8	13.5
8 Percent & Over	32.0	39.6	12.5	16.4	32.0	36.8	23.6	20.3
7 Percent & Over	41.2	47.4	25.0	39.3	49.0	52.0	43.1	42.7
6 Percent & Over	55.4	59.7	47.6	41.6	67.2	65.6	72.0	68.1
5 Percent & Over	67.1	68.2	65.8	62.6	78.4	73.4	91.0	85.5
4 Percent & Over	81.7	80.6	85.7	82.3	89.6	86.9	97.2	91.9
3 Percent & Over	88.1	86.8	91.6	90.1	94.1	92.8	98.2	94.9
2 Percent & Over	94.1	93.5	96.2	94.4	95.6	94.8	98.2	95.8
1 Percent & Over	96.7	96.0	99.4	97.0	96.6	96.0	98.9	96.3
Below 1 Percent	3.3	4.0	.6	3.0	3.4	4.0	1.1	3.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Samples include 1,736 and 1,243 institutions reporting comparable for both years and providing data for continuing faculty, 1983-84 to 1984-85, respectively.

TABLE 3

Weighted Average Salary and Average Compensation, by Category, Type of Affiliation, and Academic Rank, 1984-85[1]

Academic Rank	All Combined	Public	Priv. Ind.	Ch.-Rel.	All Combined	Public	Priv. Ind.	Ch.-Rel.
	SALARY				COMPENSATION			
CATEGORY I								
Professor	44,100	42,560	49,880	44,710	53,260	51,200	60,950	54,330
Associate	31,910	31,370	34,130	33,270	38,940	38,200	41,960	40,880
Assistant	26,480	26,100	27,840	27,200	32,310	31,880	33,870	33,030
Instructor	19,790	19,330	21,760	22,110	24,290	23,790	26,610	26,400
Lecturer	23,030	22,880	23,560	24,360	28,610	28,540	28,650	30,860
All Ranks	34,830	33,860	39,020	34,640	42,300	41,030	47,710	42,240
CATEGORY IIA								
Professor	37,190	37,090	37,980	37,110	45,880	45,910	46,090	45,130
Associate	29,590	29,620	29,730	29,190	36,430	36,570	36,130	35,620
Assistant	24,320	24,420	23,890	24,130	29,810	30,080	28,710	29,260
Instructor	19,370	19,640	17,810	19,170	23,590	24,090	20,780	23,110
Lecturer	20,360	19,900	22,380	23,170	25,140	24,710	26,950	27,930
All Ranks	29,770	29,930	29,200	29,170	36,630	36,960	35,310	35,470
CATEGORY IIB								
Professor	32,830	33,850	36,500	29,510	40,120	40,680	45,170	36,080
Associate	26,230	28,160	27,670	24,130	31,880	34,040	33,940	29,270
Assistant	21,850	23,540	22,530	20,350	26,260	28,450	27,160	24,310
Instructor	17,840	19,000	18,330	16,940	21,230	23,090	21,640	19,920
Lecturer	20,690	21,080	22,230	16,430	24,990	25,410	27,220	19,660
All Ranks	25,600	26,880	27,790	23,360	31,030	32,470	33,980	28,210
CATEGORY IIC								
Professor	35,920	40,860	37,840	25,850	44,010	49,900	45,790	32,720
Associate	29,410	31,670	29,620	22,890	35,940	39,040	35,800	28,260
Assistant	25,240	27,570	25,240	19,480	30,770	34,100	30,290	23,750
Instructor	19,890	21,720	19,940	16,030	24,040	26,620	24,010	18,920
Lecturer	23,030	23,250	22,680	*	28,810	29,570	26,910	*
All Ranks	28,860	32,520	28,450	22,470	35,230	39,970	34,300	27,940
CATEGORY III								
Professor	32,880	33,230	24,680	21,290	41,300	41,770	29,870	26,420
Associate	27,950	28,200	22,970	18,300	34,620	34,950	27,950	22,270
Assistant	23,370	23,630	19,320	17,630	29,170	29,540	23,310	21,360
Instructor	19,340	19,630	15,560	15,210	24,080	24,520	18,510	17,920
Lecturer	17,740	18,070	11,370	-	22,960	23,410	14,120	-
All Ranks	26,120	26,460	20,370	17,440	32,580	33,030	24,610	21,060
CATEGORY IV								
No Rank	24,550	24,830	16,240	18,010	29,830	30,190	18,870	21,290
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	39,870	39,640	44,130	33,510	48,600	48,270	53,950	40,940
Associate	29,910	30,210	30,930	26,810	36,620	37,020	37,840	32,690
Assistant	24,610	25,020	25,040	22,080	30,060	30,720	30,280	26,570
Instructor	19,150	19,530	18,990	17,500	23,350	24,070	22,620	20,680
Lecturer	22,020	21,830	23,100	21,780	27,290	27,180	28,040	26,800
All Ranks	30,960	31,240	32,950	26,250	37,810	38,200	40,160	31,860

For definition of categories, see Explanation of Statistical Data preceding Appendix I.
[1]Sample includes 2,059 institutions. * Too few individuals to warrant publication.

TABLE 4

Weighted Average Salary for Men and Women Faculty, by Category, Type of Affiliation, and Academic Rank, 1984-85[1]

Academic Rank	All Combined	Public	Private Ind.	Church-Related	All Combined	Public	Private Ind.	Church-Related
	MEN				WOMEN			
CATEGORY I								
Professor	44,430	42,850	50,300	45,080	39,600	38,670	43,500	40,520
Associate	32,320	31,760	34,650	33,900	30,250	29,740	32,210	31,080
Assistant	27,250	26,860	28,560	28,140	24,850	24,510	26,110	25,560
Instructor	20,770	20,240	22,730	23,690	18,990	18,630	20,650	21,260
Lecturer	24,660	24,400	25,340	30,240	21,230	21,170	21,670	20,480
CATEGORY IIA								
Professor	37,420	37,260	38,440	37,630	35,690	35,950	35,060	33,430
Associate	29,990	29,950	30,420	29,810	28,270	28,520	27,560	27,150
Assistant	24,880	24,930	24,710	24,730	23,420	23,600	22,700	23,090
Instructor	19,990	20,240	18,300	20,060	18,840	19,110	17,430	18,430
Lecturer	21,360	20,800	23,580	24,850	19,130	18,810	20,600	21,250
CATEGORY IIB								
Professor	33,140	34,020	36,760	29,900	31,030	32,940	34,850	27,240
Associate	26,670	28,320	28,060	24,730	24,950	27,660	26,520	22,480
Assistant	22,360	23,900	22,910	20,920	21,110	22,940	21,960	19,590
Instructor	18,490	19,600	18,770	17,600	17,290	18,410	17,950	16,410
Lecturer	21,630	21,710	25,330	17,460	19,810	20,430	20,440	15,370
CATEGORY IIC								
Professor	36,560	41,310	38,700	26,240	29,830	35,550	30,520	22,550
Associate	29,990	32,230	30,210	23,050	27,060	28,890	27,470	22,330
Assistant	26,550	28,590	26,500	19,990	22,870	25,420	22,710	19,060
Instructor	20,800	23,330	20,460	16,550	18,830	20,390	19,000	15,710
Lecturer	25,820	25,700	26,960	*	20,610	21,420	17,110	-
CATEGORY III								
Professor	33,250	33,560	25,890	21,250	31,790	32,230	21,800	21,440
Associate	28,400	28,670	23,180	19,300	27,090	27,300	22,420	16,390
Assistant	23,940	24,180	20,010	17,310	22,630	22,900	18,530	17,960
Instructor	20,050	20,310	15,920	14,450	18,680	18,980	15,300	15,500
Lecturer	19,170	19,170	-	-	16,630	17,000	*	-
CATEGORY IV								
No Rank	25,440	25,630	18,130	19,000	23,120	23,520	14,710	17,050
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	40,390	40,070	44,830	34,060	35,590	36,110	37,400	29,700
Associate	30,410	30,640	31,520	27,500	28,240	28,730	28,940	24,760
Assistant	25,370	25,700	25,930	22,850	23,320	23,810	23,450	20,980
Instructor	19,880	20,250	19,750	18,190	18,500	18,910	18,250	16,970
Lecturer	23,430	23,110	24,980	24,290	20,450	20,380	21,090	19,490

For definition of categories, see Explanation of Statistical Data preceding Appendix I.
1 Sample includes 2,056 institutions providing data by gender. * Too few individuals to warrant publication.

TABLE 5

Average Salary, by Region, Category, and Academic Rank, 1984-85[1]

Academic Rank	WEST		NORTH CENTRAL		NORTHEAST		SOUTH		
	Pacific	Mountain	West N. Central	East N. Central	Middle Atlantic	New England	West S. Central	East S. Central	South Atl.
CATEGORY I									
Professor	47,740	39,220	40,580	42,910	48,450	49,210	42,200	39,370	44,050
Associate	32,060	29,940	30,310	31,790	34,330	33,760	31,240	30,040	32,250
Assistant	27,320	25,120	25,720	26,640	27,200	27,710	25,960	24,930	26,610
Instructor	19,860	20,520	18,950	19,980	19,170	22,210	19,310	18,580	20,360
Lecturer	27,110	21,560	17,450	20,830	22,890	26,380	21,030	21,160	21,090
All Ranks	38,320	32,430	33,290	34,440	37,430	38,630	32,730	31,330	34,000
CATEGORY IIA									
Professor	40,430	34,590	34,860	34,670	38,940	39,260	34,970	33,240	36,220
Associate	30,850	28,550	28,650	28,900	31,250	30,680	29,080	27,940	29,460
Assistant	25,190	24,270	23,700	23,980	25,240	25,170	24,390	23,290	24,580
Instructor	21,420	20,580	19,230	19,480	20,380	20,380	19,720	19,410	19,250
Lecturer	23,320	20,910	17,620	19,730	23,030	24,340	18,180	18,890	20,940
All Ranks	34,980	28,330	27,790	28,620	31,280	31,290	27,750	26,940	28,660
CATEGORY IIB									
Professor	34,530	32,030	30,010	31,970	37,030	38,650	29,280	29,020	30,930
Associate	28,020	26,200	24,300	25,630	29,090	29,570	25,330	23,890	25,220
Assistant	22,340	22,230	20,670	21,220	23,240	24,330	22,520	20,190	21,560
Instructor	18,430	18,910	17,690	17,780	19,090	19,970	19,430	16,740	17,610
Lecturer	22,300	17,730	19,550	18,980	21,510	25,450	18,340	15,980	20,350
All Ranks	27,440	26,240	23,620	25,470	28,120	29,580	24,330	23,020	24,610
CATEGORY IIC									
Professor	39,190	38,200	29,920	32,670	44,350	36,080	35,870	30,480	36,970
Associate	27,850	29,000	26,550	27,530	31,700	30,060	33,290	25,810	31,170
Assistant	28,300	23,890	25,260	22,910	24,660	24,820	26,470	21,890	26,530
Instructor	20,780	20,710	18,230	18,260	18,930	21,260	17,200	17,580	21,310
Lecturer	29,450	22,490	17,500	19,520	17,080	29,300	18,030	-	21,640
All Ranks	30,690	29,640	26,790	26,880	30,630	27,840	28,560	25,390	30,490
CATEGORY III									
Professor	32,890	27,690	33,190	32,950	35,630	28,360	33,830	26,640	31,700
Associate	30,110	26,260	28,030	28,580	30,170	24,560	29,200	22,500	26,380
Assistant	26,210	23,150	22,790	23,550	25,160	21,070	25,220	19,780	22,360
Instructor	23,070	20,410	18,850	19,950	19,760	17,900	22,470	17,240	18,440
Lecturer	-	-	-	20,980	17,960	12,430	16,770	-	18,620
All Ranks	31,040	22,850	25,960	26,280	28,230	23,530	26,130	21,040	25,220
CATEGORY IV									
No Rank	28,500	26,970	23,100	25,610	23,200	22,380	25,420	21,390	22,060

[1]Sample includes 2,059 institutions.
For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 6

Percentiles of the Distributions of Institutions by Average Salary and Average Compensation, 1984-85

Rating[1]	1*	1	2	3	4	1*	1	2	3	4
Percentile:	95	80	60	40	20	95	80	60	40	20
		SALARY					COMPENSATION			
CATEGORY I										
Professor	53,3	47,8	44,8	40,8	37,8	66,1	58,8	53,7	49,4	45,7
Associate	37,0	34,2	32,7	31,1	29,2	45,8	42,3	39,9	38,0	35,0
Associate	29,9	28,0	26,7	25,7	24,5	37,2	34,0	32,7	31,2	29,7
Assistant	25,7	22,6	20,8	19,7	18,7	31,1	27,5	25,7	24,1	22,3
CATEGORY IIA										
Professor	42,8	39,6	37,0	34,3	31,6	53,5	49,6	44,5	41,6	37,9
Associate	33,1	31,6	29,9	28,4	26,4	41,8	40,0	36,5	34,4	31,8
Assistant	27,5	25,7	24,6	23,7	22,3	34,3	32,5	30,4	28,7	26,7
Instructor	23,7	21,9	20,2	19,2	17,9	30,4	27,3	25,1	23,3	21,4
CATEGORY IIB										
Professor	41,0	34,9	31,0	28,0	24,6	50,5	43,1	37,4	33,6	29,3
Associate	31,5	28,2	25,8	23,7	21,1	39,1	34,5	31,3	28,4	25,2
Assistant	25,3	23,4	21,8	20,1	18,7	30,7	28,4	26,1	24,1	21,8
Instructor	22,1	20,0	18,5	17,3	15,8	26,8	24,1	22,0	20,4	18,5
CATEGORY III										
Professor	37,7	34,4	30,7	28,7	26,9	47,4	42,2	38,1	35,4	32,8
Associate	32,7	29,4	26,9	25,3	23,6	40,3	36,7	33,7	31,5	28,7
Assistant	27,8	24,6	22,9	21,6	20,1	34,1	30,8	28,6	27,0	24,5
Instructor	23,7	21,0	19,4	18,0	16,5	30,1	26,4	24,3	22,6	20,6
CATEGORY IV										
No Rank	32,0	27,2	24,1	21,2	18,6	38,4	33,0	28,9	25,3	22,2

[1] Interpretation of the ratings: 1* =95th percentile; 1=80th percentile; 2=60th percentile, etc. Average salary and/or compensation lower than the 20th percentile will be rated 5. An average salary of 45,6 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th and 80th percentiles or is higher than 44,8 but less than 47,8, which is the average needed for a rating of 1 or the salary level of the 80th percentile.

For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 7

Average Fringe Benefits in Dollars and as a Percentage of Average Salary by Affiliation and Itemized Benefits, 1984-85

Itemized Benefits	All Comb.	Public	Priv. Ind.	Ch.-Rel.	All Comb.	Public	Priv. Ind.	Ch.-Rel.
	IN DOLLARS				AS A PERCENTAGE			
Retirement	3,136	3,434	2,836	1,779	10.1	11.0	8.6	6.8
Medical Insurance	1,284	1,369	1,123	1,011	4.2	4.4	3.4	3.9
Disability Income	97	90	115	114	.3	.3	.4	.4
Tuition	241	58	744	597	.8	.2	2.3	2.3
Dental Insurance	33	32	32	41	.1	.1	.1	.2
Social Security	1,738	1,690	1,955	1,705	5.6	5.4	5.9	6.5
Unemployment	95	77	146	129	.3	.3	.4	.5
Life Insurance	107	100	140	99	.4	.3	.4	.4
Workmen's Comp.	104	99	121	106	.3	.3	.4	.4
Benefits in Kind	66	58	104	54	.2	.2	.3	.2
All Combined	6,902	7,008	7,317	5,635	22.2	22.4	22.2	21.4

TABLE 8

Average Fringe Benefits in Dollars and as a Percentage of Average Salary by Category and Itemized Benefits, 1984-85

Itemized Benefits	CATEGORIES: I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
	IN DOLLARS					AS A PERCENTAGE				
Retirement	3,508	3,236	1,970	3,149	2,412	10.1	10.9	7.7	12.1	9.8
Medical Insurance	1,339	1,286	991	1,498	1,240	3.9	4.3	3.9	5.7	5.0
Disability Income	120	77	94	66	76	.3	.3	.4	.3	.3
Tuition	289	143	412	56	38	.8	.5	1.6	.2	.2
Dental Insurance	29	33	25	55	43	.1	.1	.1	.2	.2
Social Security	1,825	1,766	1,644	1,405	1,142	5.2	5.9	6.5	5.4	4.7
Unemployment	83	100	110	111	97	.2	.3	.4	.4	.4
Life Insurance	120	93	103	96	81	.4	.3	.4	.4	.3
Workmen's Comp.	103	111	93	98	91	.3	.4	.4	.4	.4
Benefits in Kind	82	63	38	13	42	.2	.2	.2	.1	.2
All Combined	7,499	6,908	5,481	6,547	5,262	21.5	23.2	21.5	25.1	21.4

Notes: For the purpose of this survey, the social security tax has been calculated at 7.0 percent of the first $37,800 of salary; retirement contribution by the institution (or state) is included regardless of the plan' s vesting provision; tuition includes both waivers and remissions; Dental Insurance might be somewhat underestimated because this item which in the past had been included in the medical insurance premium was collected for the first time, this year, as an entity. Similarly, the medical insurance might be somewhat overestimated because some institutions reported both items combined. For the majority, Benefits in Kind include moving expenses, housing and other benefits with cash options. In the case of public four-year institutions in Texas, it also includes a portion of the employee's contribution to Social Security. For additional information on the reporting of benefits, see Explanation of Statistical Data preceding Appendix I. Averages may not add up because of rounding.

TABLE 9

Percentage of Faculty Members with Tenure Status, by Category, Type of Affiliation, Academic Rank, and Gender, 1984-85[1]

Academic Rank	All Comb.	Publ.	Priv. Ind.	Ch.-Rel.	All Comb.	Publ.	Priv. Ind.	Ch.-Rel.	All Comb.	Publ.	Priv. Ind.	Ch.-Rel.
	ALL COMBINED				MEN				WOMEN			
CATEGORY I												
Professor	97	97	98	96	97	97	98	95	96	96	95	97
Associate	86	88	76	87	86	88	76	87	86	89	77	86
Associate	13	15	6	16	11	13	5	14	17	19	7	19
Instructor	5	6	2	5	5	6	3	7	5	6	2	4
Lecturer	4	5	1	-	6	7	-	-	3	4	1	-
All Ranks	68	68	65	65	73	74	70	71	46	47	40	47
CATEGORY IIA												
Professor	96	96	91	94	95	96	91	94	96	97	93	92
Associate	81	83	72	78	81	83	73	78	82	84	71	79
Assistant	32	35	22	26	31	34	21	26	34	38	22	24
Instructor	9	10	3	6	10	11	3	8	8	10	3	3
Lecturer	-	-	-	5	-	-	-	5	-	-	-	6
All Ranks	66	68	56	61	71	73	62	66	52	54	41	45
CATEGORY IIB												
Professor	94	96	96	92	95	96	96	93	91	96	95	86
Associate	80	82	83	77	80	81	84	78	79	86	80	74
Assistant	24	37	12	22	24	37	12	22	24	38	11	23
Instructor	4	9	2	2	4	7	3	3	5	11	1	2
Lecturer	1	1	1	4	2	1	4	3	-	-	-	4
All Ranks	57	61	58	55	64	66	65	62	42	50	39	39
CATEGORY IIC												
Professor	91	94	85	96	91	94	86	96	88	95	76	98
Associate	68	78	62	57	68	77	62	55	68	80	61	63
Assistant	15	22	6	19	14	22	5	18	17	23	9	20
Instructor	2	2	1	3	2	3	1	4	2	1	2	2
All Ranks	55	61	47	61	61	67	51	68	37	41	33	38
CATEGORY III												
Professor	96	96	96	62	96	96	97	65	96	96	95	33
Associate	89	90	66	59	90	90	81	58	89	89	46	60
Assistant	54	55	18	31	56	57	24	35	52	53	14	25
Instructor	16	16	-	8	18	18	-	7	13	14	-	8
Lecturer	14	15	-	-	11	11	-	-	17	18	-	-
All Ranks	68	69	42	36	73	73	58	44	60	61	28	21
CATEGORY IV												
No Rank	75	76	50	51	79	79	58	61	70	70	41	40
ALL CATEGORIES COMBINED EXCEPT IV												
Professor	96	97	96	93	96	97	96	94	95	96	94	89
Associate	83	86	76	78	83	86	76	79	84	87	75	77
Assistant	25	29	12	22	23	27	11	22	28	32	13	23
Instructor	8	10	2	3	9	11	3	4	7	9	2	2
Lecturer	3	4	1	3	4	5	-	3	3	3	1	3
All Ranks	65	68	60	58	71	73	66	64	49	52	40	41

[1]Sample includes 1,715 reporting tenure information.
For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 10

Number of Institutions Surveyed and Percentage of Institutions Included in the Tabulations, by Category and Affiliation, 1984-85[1]

Category	NUMBER SURVEYED				PERCENTAGE IN TABULATIONS			
	All Combined	Public	Priv. Ind.	Ch.-Rel.	All Combined	Public	Priv. Ind.	Ch.-Rel.
I	172	110	49	13	94.	97.	88.	92.
IIA	396	154	90	52	90.	92.	82.	90.
IIB	723	122	206	395	83.	88.	85.	80.
IIC	340	43	163	134	64.	74.	58.	68.
III & IV	1,154	917	165	72	63.	68.	35.	56.
Total:	2,785	1,446	673	666	74.	77.	66.	76.

[1]The total number of campuses listed in the National Center for Education Statistics Director is 3,284 (1,481 public and 1,803 private) or 171 Category I, 418 Category IIA, 710 Category IIB, 1,272 Categories III & IV combined, 595 Category IIC, and 118 "New" institutions. Institutions (or campuses) which do not utilize full-time faculty, institutions whose faculty donate their time, and institutions with fewer than 5 full-time faculty have been excluded from the survey conducted by Maryse Eymonerie Associates. Additionally, a number of institutions have submitted reports that combine the data for their separate campuses; these institutions are counted as one entity when surveyed. The above figures do not include institutions received after the deadline or the 65 Medical Schools providing data for their preclinical departments which are listed in Appendix III of this report.

TABLE 11

Number of Institutions, Number and Percentage of Full-time Faculty, Average Salary, Average Compensation, Average and Percentage of Fringe Benefits, and Percentage of Tenured Faculty, by Category and Academic Rank, 1984-85

Category a/o Academic Rank	No. of Insts.	No. of Faculty	Percent. of Fac.	Avg. Salary	Avg. Comp.	Avg. Fr.Ben.	Ben.as %of Sal.	Percent. Tenured
I	159	127,839	38.3	34,830	42,300	7,470	21.4	68.
IIA	349	94,250	28.2	29,770	36,630	6,860	23.0	66.
IIB	586	46,344	13.9	25,600	31,030	5,430	21.2	57.
IIC	214	9,432	2.8	28,860	35,230	6,370	22.1	55.
III	274	24,009	7.2	26,120	32,580	6,460	24.7	68.
IV	438	32,215	9.6	24,550	29,830	5,280	21.5	75.
All Combined:	2,020	334,089	100.0	30,340	37,040	6,700	22.1	65.
Professor		104,667	34.7	39,870	48,600	8,730	25.1	96.
Associate Professor		87,097	28.9	29,910	36,620	6,710	22.4	83.
Assistant Professor		79,456	26.3	24.610	30,060	5,450	22.1	25.
Instructor		21,751	7.2	19,150	23,350	4,200	21.9	8.
Lecturer		5,827	1.9	22,020	27,290	5,270	23.9	3.
Other		3,076	1.0	21,510	16,050	4,540	21.1	12.
All Combined: (i.e.,Categories I, IIA, IIB, IIC, and III)		301,874	100.0	30,960	37,810	6,850	22.1	65.

TABLE 12

Average Salary Levels, Percentage of Faculty by Rank, and Fringe Benefits as a Percentage of Average Salary for Preclinical Departments of Medical Schools, 1984-85[1] (Data on 12-Month Basis)

Academic Rank	ALL COMBINED % of Fac.	ALL COMBINED Average Sal.	PUBLIC % of Fac.	PUBLIC Average Sal.	PRIVATE % of Fac.	PRIVATE Average Sal.
Professor	31.3	57,240	29.1	55,120	35.7	60,760
Associate Professor	26.3	42.270	25.0	41,710	28.8	43,260
Assistant Professor	26.6	33,790	24.8	33,590	30.4	34,130
Instructor	15.8	27,300	21.1	27,430	5.1	26,210
All Ranks	100.0	42,320	100.0	40,580	100.0	45,880
Ben. as % of Average Salary		21.6		21.0		22.5
Average Compensation		52,460		49,100		56,200

[1]Sample includes twenty-five private and thirty-nine public Medical Schools.

TABLE 13

Average Salary and Average Compensation in Category IIC (Specialized Institutions), by Rank, 1984-85[1]

Specialization and Level of Degree Offering	PROF.	ASSOC.	ASS'T.	ALL RANKS*	PROF.	ASSOC.	ASS'T.	ALL RANKS*
	SALARY				COMPENSATION			
Art & Design								
Baccalaureate	29,340	25,400	22,220	23,320	35,860	31,160	27,380	28,110
Business								
Baccalaureate	36,390	30,630	25,510	28,950	43,680	37,460	31,080	35,220
Divinity Schools								
Doctorate	29,740	25,400	22,600	27,240	37,630	32,100	29,530	34,630
Master	26,890	26,240	23,050	24,370	33,700	32,880	28,070	30,360
Baccalaureate	18,540	17,290	16,660	17,310	22,060	21,570	19,460	20,800
Education								
Baccalaureate	29,980	26,330	22,260	25,510	36,290	31,590	26,590	30,620
Engineering								
Master	42,530	32,670	28,360	35,120	52,120	40,150	34,710	43,080
Baccalaureate	33,960	27,490	23,840	27,660	39,230	32,060	29,030	32,620
Law								
Beyond JD	45,420	36,170	31,810	40,510	54,260	42,780	37,700	48,220
Military								
Academies	42,780	34,680	29,640	35,880	48,630	38,920	33,610	40,560

[1]Samples include: 20, 21, 92, 11, 18, 7, and 3 institutions in Art & Design, Business, Divinity, Education, Engineering, Law, and Military Academies, respectively.

*The All Ranks figures include that of the Instructor which is not shown here. Data are presented on a standard-academic year basis.

ADDITIONAL TABLES AVAILABLE

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Table L	Same as Table K, but for Category IIA	_____	5.00
Table M	Same as Table K, but for Category IIB	_____	5.00
Table N	Same as Table K, but for Categories III & IV	_____	5.00
Table O	Consumer Price Index in 25 Major Cities (Data on Calendar Year Basis)	_____	4.00
Table P	Average Fringe Benefits in Dollars and as a Percentage of Average Salary, by Itemized Benefit for Category I Institutions, 1984-85 (Rank of Full-Professor and All Ranks Combined)	_____	5.00
Table Q	Same as Table P, but for Category IIA	_____	5.00
Table R	Same as Table P, but for Category IIB	_____	5.00
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EXPLANATION OF STATISTICAL DATA

Instructional Faculty. The instructional staff faculty is defined as those members of the instructional/research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (1) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions, (2) instructional faculty in preclinical and clinical medicine, (3) instructional faculty who are employed on a part-time basis, (4) administrative officers with titles such as dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction and may have faculty status, and (5) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, etc.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other form of remuneration. Where faculty members are given duties for eleven or twelve months, salaries are converted to a standard academic-year basis by applying a factor of 9/11 or 81.8 percent or by the official factor used in a publicly announced formula which is reflected in a footnote in the Appendix Tables of this report.

Fringe Benefits. In general, the major benefits include those where the institution (or state) makes a definitive payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits include the institution's (or state's) contribution for: (1) Social Security (for consistency, the previously announced rate of 7.0 percent of the first $37,800 of salary has been used in calculating these payments. The new rate effective January 1, 1985, is 7.05 percent of the first $39,600 of salary, (2) retirement contributions (starting this year and for subsequent surveys, the employer's contributions are included regardless of the plan's vesting provision), (3) medical insurance, (4) life insurance, (5) dental insurance, (6) disability income protection, (7) unemployment compensation, (8) workmen's compensation, (9) tuition for faculty children (starting this year and for subsequent surveys, waivers and remissions are included), (10) other benefits in kind with cash alternatives (for the majority, these include benefits such as moving expenses, housing, bonuses, etc.). Since the objective of the study is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Compensation. Compensation represents salary plus the institution's (or state's) contribution to major fringe benefits.

Rating of Average Salary and Average Compensation. The rating is based on the actual distribution of average salaries and/or average compensations for comparable institutions. For definition of comparable institution, see definition of categories and the explanation of ratings in Column (2) below.

Definition of Categories. The definition given here is similar to that of the National Center for Education Statistics (NCES). The roman numerals are used for the purpose of this report and the NCES identification is given in parentheses.

Category I (Doctoral-Level Institutions). These are institutions characterized by a significant level and breadth of activity in and commitment to doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Included in this category are those institutions that are not considered specialized schools (see Category IIC below) and which grant a minimum of thirty doctoral-level degrees. These degrees must be granted in three or more doctoral-level programs.

Category IIA (Comprehensive Institutions). These institutions are characterized by diverse post-baccalaureate programs (including first-professional), but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which the number of doctoral-level degrees granted is fewer than thirty or in which fewer than three doctoral-level programs are offered. In addition, these institutions must grant a minimum of thirty post-baccalaureate degrees and either grant degrees in three or more post-baccalaureate programs or, alternatively, have an interdisciplinary program at the post-baccalaureate level.

Category IIB (General Baccalaureate Institutions). These institutions are characterized by their primary emphasis on general undergraduate baccalaureate-level education. They are not significantly engaged in post-baccalaureate education. Included are institutions which are not considered as specialized and in which the number of post-baccalaureate degrees granted is fewer than thirty or in which fewer than three post-baccalaureate-level programs are offered and which either (a) grant baccalaureate degrees in three or more program areas, or (b) offer a baccalaureate program in interdisciplinary studies.

Category IIC (Specialized Institutions). These are baccalaureate, or post-baccalaureate institutions that are characterized by a programmatic emphasis in one area (plus closely related specialties), such as business or engineering. The programmatic emphasis is measured by the percentage of degrees granted in the program area. An institution granting over 60 percent of its degrees in one program area *and* granting degrees in fewer than five baccalaureate program areas is considered to be a specialized institution.

Category III (Two-year Institutions with Academic Ranks). These are institutions that confer at least 75 percent of their degrees and awards for work below bachelor's degree.

Category IV. The definition is the same as that of category III but these two-year colleges do not use the standard academic ranks. These institutions are listed in Appendix II of this report.

Definition of data presented in Appendixes I and II:

Col. (1) Institution's Category—The definition of Categories is given above.

Col. (2) Ratings of Average Salary—Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1* = 95th percentile or above, 1 = 80th percentile to 94.9%; 2 = 60th percentile to 79.9%, etc.). An average salary lower than the 20th percentile is rated 5. The ratings have been assigned using the actual average salary which is then rounded to the nearest hundred for publication in Col. (3). Because of the lack of homogeneity within category IIC institutions, no ratings are assigned to institutions in that group.

Col. (3) Average Salary by Rank and for All Ranks Combined—This figure represents the average contracted salary (adjusted to a standard academic-year basis, when necessary) excluding summer teaching, extra load, etc., which has been rounded to the nearest hundred dollars; an entry of 33.3 would stand for an average salary between 33,250 and 33,349. The All Ranks (AR) figure includes the rank of lecturer which is not displayed here.

Col. (4) Rating of Average Compensation—Same definition as that given for Col. (2) above, but for compensation which is salary plus fringe benefits.

Col. (5) Average Compensation by Rank and for All Ranks Combined—This figure represents the average salary plus average fringe benefits and as for average salary, the figure has been rounded to the nearest hundred dollars.

Col. (6) Benefits as a Percentage of Average Salary—This percentage which has been rounded to the nearest unit represents the overall percentage of fringe benefits as a percent of average salary for all ranks combined.

Col. (7) Percentage of Tenured Faculty—This percentage is that of tenured faculty in a given rank.

Col. (8) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary is that for continuing faculty or faculty members remaining on staff in 1984–85. This figure represents an increase in salary for *individuals* as opposed to a change in salary levels for a given rank from 1983–84 to 1984–85. For the purpose of reporting this information, the institution is asked to provide the data by rank but using, in a case of promotion, the rank held in 1983–84. Therefore, the increase shown is that of individuals in a given rank during academic year 1983–84. This figure reflects both across-the-board and promotion increments.

Col. (9) Number of Full-time Faculty Members by Rank and by Gender—This number represents the total number of full-time faculty in a given rank.

Col. (10) Average Salary by Rank and by Gender—These figures, like those in Col. (3), have been rounded to the nearest hundred dollars. The average is not shown and is replaced by dashes when the number of individuals in a given rank and/or gender is five or fewer. This policy has been adopted to protect the confidentiality of individual salaries.

Cautionary Notes

With the exception of the number of faculty members shown in Col. (10), data are not given when the number of individuals in a given rank and/or gender is five or fewer. This policy was adopted to protect the confidentiality of individual salaries and because an average with so few individuals could be misleading when used for comparison purposes. In such cases, dashes—appear in the affected columns.

The data presented in this report were gathered by Maryse Eymonerie Associates which conducted a survey including 2,785 colleges and universities. Institutions that do not employ full-time faculty or have only faculty members who donate their time or had fewer than five full-time faculty members in 1983-84 were not included. The questionnaire used by Maryse Eymonerie Associates is Form MEA 22.

Average Salary and Average Compensation are likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants whose compensations are not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Average figures for small institutions may also be influenced by the fact that in a given year a relatively large number of their higher paid faculty may be on leave without pay or may have retired. In addition, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, which can exercise a double-edged effect upon the average reported in both the higher and lower ranks. Unfortunately, we have found no feasible way to make appropriate adjustments for these occurrences and can only caution the reader to keep these points in mind.

Criteria for the reporting of major fringe benefits used in determining the average compensation have been altered drastically. The major change includes the institution's (or state's) contributions to the retirement plan(s) which are now (i.e., starting this year) included whether or not the vesting provision is five years of service or less. Tuition remission for faculty children as well as tuition waivers are now also part of countable benefits. Therefore, an apparent increase in fringe benefits cannot simply be construed as "improvement" but is possibly only the result of change in reporting procedures.

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AD	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AD	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR
ALABAMA																				
ALABAMA A & M UNIVERSITY		IIA	5	4	4	5	31.4	27.8	23.5	17.6	26.0	4	4	4	4	38.2	33.8	28.5	21.4	31.5
ALABAMA CHRISTIAN COLLEGE		III	5		5	5	22.8	----	17.6	15.7	18.2	5		5	5	26.3	----	20.1	18.1	21.0
ALABAMA STATE UNIVERSITY		IIA	4	3	4	3	31.9	28.4	23.4	19.2	24.6	5	4	4	4	37.6	33.6	27.6	22.7	29.1
ATHENS STATE COLLEGE		IIB	2	1	1		32.3	28.8	24.9		28.8	2	2	1		38.1	34.0	29.5		34.0
AUBURN UNIVERSITY-MAIN		I	4	4	4	5	39.0	30.7	25.5	17.9	30.3	4	4	4	5	46.6	37.1	30.7	21.3	36.4
AUBURN UNIVERSITY-MONTGOMERY		IIA	3	2	3	3	35.7	31.0	24.3	19.7	26.8	3	2	3	3	42.2	36.7	28.8	23.4	31.7
BIRMINGHAM-SOUTHERN COLLEGE	1	IIB	3	4	3		30.0	21.8	21.7	----	24.7	2	4	3		39.0	27.4	25.8	----	30.9
HUNTINGDON COLLEGE		IIB	4	4	3	4	25.5	22.6	20.1	16.5	21.6	4	3	3	5	30.9	28.4	24.6	16.5	26.0
JACKSONVILLE STATE UNIV.		IIA	4	2	2	1	31.9	30.7	25.5	22.5	27.4	4	2	1	1	41.2	39.1	32.8	28.6	35.2
JUDSON COLLEGE		IIB	5		4		23.2	----	18.9	----	19.8	5		5		26.7	----	21.3	----	22.5
LIVINGSTON UNIVERSITY	3	IIB	4	4	4	4	26.9	21.4	19.0	16.5	21.6	4	4	4	3	33.1	26.5	23.7	20.6	26.8
MOBILE COLLEGE		IIC					26.7	22.5	21.3	18.8	21.5					32.4	27.6	26.2	23.4	26.4
OAKWOOD COLLEGE		IIB	5	5	4	3	20.0	20.0	19.2	18.0	19.4	5	5	5	4	22.4	22.4	21.6	20.2	21.7
SOUTHEASTERN BIBLE COLLEGE		IIC									13.2									14.8
SPRING HILL COLLEGE		IIB	3	4	3		28.9	23.6	20.8	----	24.2	3	3	3		35.5	28.7	24.4	----	29.2
STILLMAN COLLEGE		IIB	5	5	5	5	20.4	19.0	18.4	15.3	17.6	5	5	5	5	24.3	22.1	21.4	17.6	20.5
TALLADEGA COLLEGE		IIB		5	5		----	19.2	17.1	----	18.2		5	5		----	21.9	19.2	----	20.6
TROY STATE UNIVERSITY-MAIN		IIA	4	4	4	4	32.5	27.8	23.0	17.9	23.8	4	4	4	4	40.0	34.0	28.2	22.1	29.2
TROY ST U DOTHN-FT RUCKER		IIA		4	2		----	27.0	25.3	----	25.8		4	2		----	33.1	31.0	----	31.6
TROY STATE U MONTGOMERY		IIA		5	5		----	25.5	21.4	----	22.6		4	4		----	33.6	28.6	----	30.2
TUSKEGEE INSTITUTE		IIA	5	5	5	5	29.1	23.8	20.8	17.6	22.8	5	5	5	5	33.9	27.9	23.8	20.1	26.4
UNIVERSITY OF ALABAMA		I	3	4	4	5	40.8	30.9	25.5	17.5	32.0	3	3	3	4	51.0	39.1	32.5	22.8	40.3
UNIV.OF ALABAMA AT BIRMINGHM		I	4	4	5	4	39.4	30.1	24.1	19.0	29.7	3	3	3	3	49.6	38.8	31.4	25.2	38.2
U ALABAMA IN HUNTSVILLE	2	IIA	1	2	3	3	40.2	30.9	24.1	19.8	28.9	2	2	3	3	47.8	36.9	28.9	23.9	34.5
UNIVERSITY OF MONTEVALLO	1	IIA	5	4	4		31.0	26.7	23.6	----	26.6	4	4	3		38.0	32.6	29.0	----	32.6
UNIV. OF NORTH ALABAMA	4	IIA	3	3	3	2	35.3	28.8	24.2	21.0	27.6	3	3	3	2	42.7	35.1	29.5	25.8	33.5
UNIVERSITY OF SOUTH ALABAMA		IIA	3	4	3	2	34.3	27.5	24.2	21.5	27.7	3	4	3	2	42.0	33.4	30.2	26.2	33.9
ARIZONA																				
AMER BRAD SCH INTERNAT'L MGT		IIC					34.9	28.8	24.3	----	29.7					41.0	34.0	28.7	----	34.9
ARIZONA STATE UNIVERSITY	4	I	3	3	3	3	42.3	32.0	26.2	20.4	33.8	3	3	3	3	49.9	38.1	31.5	24.9	40.2
COLLEGE OF SANADO		III				5		----	----	15.4	16.5				5		----	----	17.3	18.5
GRAND CANYON COLLEGE		IIB	3	4	4	3	28.3	22.5	18.9	17.5	21.7	3	4	4	3	34.4	26.7	22.3	20.8	25.9
NORTHERN ARIZONA UNIVERSITY		IIA	2	2	2	3	38.0	30.3	24.9	20.1	28.9	3	2	2	2	44.4	36.7	31.3	26.6	36.3
STHRN CONSERV.BAPT.BIB.COLL		IIC					----	----	----	----	19.9					----	----	----	----	21.9
UNIVERSITY OF ARIZONA	4	I	3	3	3	2	42.9	31.4	25.9	22.5	35.4	3	3	3	1	51.6	38.9	32.6	28.7	43.3
ARKANSAS																				
ARKANSAS COLLEGE		IIB	3	3	2	2	29.1	25.1	22.7	18.6	24.7	3	3	2	3	33.7	29.3	26.7	21.5	28.8
ARKANSAS STATE UNIV MAIN	1	IIA	3	3	3	3	34.5	29.5	24.5	19.9	27.0	4	3	3	3	41.4	35.5	29.6	24.2	32.6
ARKANSAS STATE U BEEBE BR	1	III			2	3		----	23.6	19.1	22.8			2	3		----	29.2	23.9	28.4
ARKANSAS TECH UNIVERSITY		IIB	3	2	1	1	30.4	27.2	24.4	20.8	26.2	3	2	1	1	37.0	33.1	29.7	25.5	31.8
COLLEGE OF THE OZARKS		IIB	5	5	5		19.2	17.3	16.0	----	17.1	5	5	5		24.6	22.0	20.1	----	21.7
HARDING UNIVERSITY		IIB	4	4	4	4	25.6	21.7	19.4	16.6	22.1	5	5	4	5	28.9	24.6	22.3	18.3	25.0
HENDERSON ST UNIVERSITY		IIA	5	5	5	4	28.6	24.7	21.4	18.6	25.3	5	5	5	4	34.6	29.9	26.0	22.6	30.7
HENDRIX COLLEGE		IIB	3	2	3		30.6	25.8	21.7		26.5	2	2	3		39.2	33.1	25.3		33.4
JOHN BROWN UNIVERSITY		IIB	3	3	2	2	28.7	25.7	23.2	19.6	25.1	4	3	2	2	33.3	29.8	26.9	22.7	29.1
OUACHITA BAPTIST UNIVERSITY		IIA	5	5	5	4	29.6	24.3	21.0	18.6	24.4	5	5	5	4	36.1	29.3	26.5	22.6	29.8
STAN ARK O MAIN CAMPUS	4	IIB	3	2	1	3	30.0	26.8	23.5	18.4	25.3	3	2	1	2	36.8	32.7	29.1	22.7	31.1
UNIV ARKANSAS-FAYETTEVILLE		I	5	4	5	4	37.7	29.5	24.4	18.8	30.8	5	5	5	5	44.9	34.8	28.3	21.5	36.3
UNIV ARKANSAS AT LITTLE ROCK		IIA	3	4	3	4	35.0	28.3	23.9	18.8	26.5	3	4	4	4	41.7	33.9	28.2	21.4	31.4
UNIV ARKANSAS AT PINE BLUFF		IIB	3	3	2	1	28.1	24.5	22.3	20.8	23.9	3	3	2	1	34.6	30.1	28.0	25.5	29.5
UNIV. OF CENTRAL ARKANSAS		IIA	4	3	4	2	33.5	28.4	23.0	20.2	26.8	4	3	4	2	41.2	35.0	28.6	25.2	33.2
CALIFORNIA																				
BAKERSFIELD COLLEGE		III	1	1	1		35.4	29.9	25.4		32.5	2	2	2		41.6	35.5	30.5		38.4
BIOLA UNIVERSITY		IIA	5	5	5	4	30.5	25.0	20.9	17.9	24.8	5	5	5	5	37.3	29.7	24.2	20.6	29.6
CALIFORNIA INST OF ARTS		IIC									25.6									31.5
CALIF.INST.OF INTEGRAL STUD.		IIC					----	7.4	11.1		10.8					----	8.4	12.4		12.2
CALIF.INSTITUTE OF TECHN.		I	1*	1*	1*	5	55.0	39.1	33.2	18.1	47.8	1*	1*	1*	5	68.1	47.9	40.4	22.0	59.0
CALIFORNIA LUTHERAN COLLEGE		IIA	4	4	4	3	32.6	26.9	22.3	19.9	26.7	4	4	4	3	39.5	33.2	27.0	23.9	32.4
CALIF.SCH.PROF.PSYCHOLOGY		IIC					----	22.5	----	----	22.1					----	24.8	----	----	24.4
CALIF ST COLL-BAKERSFIELD		IIA	1	1	2		40.9	32.1	25.4	----	35.4	1	1*	1		52.8	41.8	33.5	----	45.9
CAL STATE C-SN BERNARDINO		IIA	1	1	2	1	40.5	31.6	25.6	22.3	32.4	1	1	1	1	52.2	41.1	33.7	29.5	42.2
CAL POLY ST U-SN LUIS OBISPO		IIA	1	1	2		40.7	31.6	25.6	----	36.2	1	1	1		52.4	41.2	33.7	----	46.9
CAL STATE U-CHICO		IIA	1	2	1		41.2	31.4	26.0	----	37.2	1	1	1		53.0	40.9	34.1	----	48.1
CAL STATE U-DOMINGUEZ HLS		IIA	1	2	2		40.6	31.0	25.4	----	36.8	1	1	1		52.5	40.5	33.5	----	47.6
CAL STATE U-FRESNO		IIA	1	2	2	1	41.4	31.4	25.5	22.8	37.5	1	1	1	1	53.3	40.9	33.5	30.2	48.4
CAL STATE U-FULLERTON		IIA	1	1	2		41.4	32.2	25.5	----	36.6	1	1*	1		53.4	42.0	33.6	----	47.4
CAL STATE U-HAYWARD		IIA	1	2	2	1	41.1	31.5	25.6	22.2	36.9	1	1	1	1	53.0	41.1	33.7	29.4	47.8
HUMBOLDT STATE UNIVERSITY		IIA	1	2	1		41.0	31.4	26.2	----	36.2	1	1	1*		52.8	40.9	34.4	----	46.9
CAL STATE U-LONG BEACH		IIA	1	1	2	1	41.7	32.2	25.5	23.0	36.7	1*	1	1	1*	53.5	41.7	33.4	30.4	47.2
CAL STATE U-LOS ANGELES		IIA	1	1	1		41.3	31.8	26.2	----	37.0	1	1	1*		53.0	41.2	34.3	----	47.7
CAL STATE U-NORTHRIDGE		IIA	1	2	1	1	41.3	31.3	26.0	23.6	37.1	1	1	1	1*	53.1	40.7	34.1	31.1	47.9
CAL STATE POLY U-POMONA		IIA	1	2	1		41.2	31.4	25.8	----	36.7	1	1	1		53.1	40.9	33.9	----	47.5
CAL STATE U-SACRAMENTO		IIA	1	1	1		41.0	31.6	25.8	----	37.7	1	1	1		52.7	41.1	34.0	----	48.6
SAN DIEGO STATE UNIVERSITY		IIA	1	1	1	1	41.6	32.3	26.5	23.4	36.4	1*	1*	1*	1*	53.5	41.9	34.8	31.0	47.1
SAN FRANCISCO STATE UNIV.		IIA	1	2	2	1	41.4	31.1	25.5	22.3	36.1	1	1	1	1	53.0	40.3	33.5	29.5	46.6
SAN JOSE STATE UNIVERSITY		IIA	1	1	1	1	41.5	31.7	25.9	23.3	36.3	1	1	1	1*	53.1	41.1	33.9	30.7	46.7
SONOMA STATE UNIVERSITY		IIA	1	1	1		41.4	31.7	25.8		38.3	1	1	1		53.3	41.3	34.0		49.5
CAL ST COLLEGE-STANISLAUS		IIA	1	2	2	1	41.4	31.5	25.1	22.8	36.4	1	1	1	1*	52.9	41.2	33.7	31.0	47.0
CALIF WESTERN SCH OF LAW		IIC					48.7	43.8	----		43.7					56.2	51.3	----		50.6

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	96.	71.	52.						36	55	50	13	13	24	31	13	31.5	28.3	24.1	17.9	31.4	26.6	22.6	17.4
15.	14.		63.						6	3	6	2	1		2	4	----	----	----	----	----		----	----
18.	91.	71.	51.	2.	13.0	11.2	13.4	12.5	19	34	31	23	4	14	40	24	----	29.2	23.6	20.0	----	26.5	23.2	18.4
18.	ALL	92.	71.						10	8	9		6	4	5		32.1	----	----		32.6	----	----	
20.	96.	89.	23.		13.1	14.0	14.4	12.5	294	293	221	43	14	37	77	54	39.2	31.0	26.3	18.4	33.6	28.4	23.1	17.4
19.	88.	80.	32.		2.8	2.7	2.7	3.3	15	52	37	19	1	13	26	18	----	31.7	24.5	19.1	----	28.5	23.9	20.3
25.	91.	89.			8.8	7.6	7.5	----	27	7	19		6	11	15	2	30.2	23.3	22.4		28.8	20.8	20.9	----
20.	91.	90.	29.		8.6	9.9	7.6	----	9	9	10	2	2	1	4	4	----	----	----	----	----	----	----	----
28.	99.	83.	40.	7.	7.0	8.5	7.9	8.9	66	39	26	43	18	9	27	45	31.8	30.7	25.3	22.7	32.0	31.0	25.7	22.3
14.	ALL		17.						5	1	8		2	1	4	2	----	----	----		----	----	----	----
24.	95.	50.	4.		12.3	12.8	11.1	10.8	14	14	13	2	7	4	10	7	27.0	----	18.9	----	26.9	----	19.3	----
23.	83.		4.						5	7	13		1	2	14	13	----	----	22.2		----	----	20.5	----
12.	64.	13.							11	10	11	4	3	6	18	5	----	20.1	19.4	----	----	19.9	19.2	----
12.																								
21.	88.	71.	5.		7.2	7.0	7.7	----	14	12	12		3	2	8	1	----	----	21.8		----	----	19.3	----
16.	ALL	80.	29.		----	12.1	11.5	13.0	4	7	4	5	2	3	13	10	----	----	----	----	----	----	----	----
13.		36.			----	5.6	5.7	----	4	10	8	2	1	4	9	3	----	----	17.2	----	----	----	17.0	----
23.	ALL	73.	31.						21	20	52	19	1	10	35	23	----	28.0	23.4	18.5	----	27.4	22.4	17.5
22.		17.	29.						4	4	16	3	1	2	8	2	----	----	25.6	----	----	----	24.5	----
33.		57.	27.						3	7	9	2	1		2	3	----	----	----	----	----		----	----
16.	89.	62.	37.	8.					50	42	52	23	7	13	27	26	29.7	24.7	21.3	18.0	24.7	21.0	19.8	17.2
26.	97.	80.	20.	14.	11.5	12.6	13.9	12.2	223	147	139	19	24	50	52	30	41.3	31.1	26.1	17.1	36.6	30.1	24.2	17.8
28.	99.	89.	7.	7.	8.4	9.0	8.6	7.5	68	104	71	9	11	28	42	5	39.7	30.8	24.5	----	37.1	27.5	23.3	----
20.	91.	74.	13.	4.					39	57	57	12	4	16	22	16	----	32.1	25.6	21.6	----	26.5	20.2	18.5
22.	97.	85.	26.		14.6	15.0	17.4	13.2	29	27	19	2	8	19	20	3	31.0	28.0	25.6	----	30.9	24.8	21.7	----
22.	88.	88.	79.	56.					44	30	43	10	7	13	24	24	35.5	28.8	24.5	21.4	34.0	28.8	23.8	20.9
22.	93.	85.	29.	38.	7.6	10.1	8.1	9.3	99	72	53	27	14	23	24	33	34.8	28.0	25.1	23.6	30.8	26.1	22.2	19.7
18.	90.	83.	13.		7.5	7.3	9.4	----	17	24	5	1	4	12	3	2	----	29.9	----	----	----	26.6	----	----
19.	95.	91.	20.	3.					433	378	189	4	50	74	98	35	42.7	32.4	26.9	----	39.0	30.2	24.8	----
12.						----	----	7.0		3	2	5		2		3		----	----	----		----		----
19.	73.	43.							8	10	8	1	3	4	12	5	----	----	19.5	----	----	----	18.4	----
22.	97.	79.	25.		4.2	3.8	6.4	5.9	112	168	85	18	3	19	42	19	----	30.4	25.0	20.5	----	28.6	24.6	19.7
10.									1	1	1	1	1			1	----	----	----	----	----			----
22.	96.	84.	1.		5.5	5.3	5.0	3.7	614	278	134	10	28	56	64	12	43.1	31.7	26.5	25.2	38.0	30.1	24.6	20.1
16.	79.	9.			5.6	7.2	----		10	9	7	2	4	2	1	6	----	----	----	----	----	----	----	----
21.	92.	66.	34.	23.	9.8	11.5	11.2	11.5	73	73	76	34	2	15	32	36	----	29.9	25.2	20.9	----	27.7	22.7	18.9
24.			76.							3	12	3		1	5	4		----	----	----		----	----	----
22.	95.	88.	33.		16.3	16.1	15.3	16.2	20	46	30	6	2	13	16	8	----	27.3	25.0	21.8	----	26.9	23.3	20.0
27.	89.	67.			4.5	4.4	----	----	8	9	7	1	1	3	1	4	----	----	----	----	----	----	----	----
13.	ALL	59.	22.						43	37	28	6	3	12	9	3	----	22.3	19.5	----	----	19.9	18.8	----
21.	87.	39.	15.						49	23	6	5	11	13	7	13	29.0	25.6	21.0	----	26.9	23.0	21.7	----
26.	ALL	83.			6.0	6.9	8.2		19	19	12		2	5	2		----	----	----		----	----	----	
16.					11.4	12.4	8.8	18.3	13	14	10	2	1	2	4	4	----	----	----	----	----	----	----	----
22.	88.	36.	41.	8.	3.7	3.6	5.2	6.9	24	18	11	10	2	4	6	3	----	----	21.4	----	----	----	20.4	----
23.	96.	93.	64.		10.9	10.8	11.3	11.1	18	22	18	4	5	7	10	10	----	27.2	23.9	----	----	25.7	22.7	----
18.	98.	85.	25.	4.	10.6	11.2	13.3	22.1	309	165	130	20	18	30	47	28	38.0	29.9	24.9	21.1	33.6	27.6	22.9	17.3
19.	93.	84.	28.	23.	7.2	5.9	10.6	10.6	87	86	48	12	11	29	32	14	35.1	29.5	24.7	16.7	33.7	24.6	22.7	20.6
24.	91.	74.	53.	47.	6.6	6.2	7.5	23.5	22	26	31	11	13	5	14	21	28.4	----	22.6	25.3	27.6	----	21.7	18.5
24.	ALL	81.	38.	11.	9.7	10.1	10.2	9.2	62	44	48	19	3	26	29	18	----	28.2	23.1	21.1	----	28.6	22.7	19.2
18.	ALL	86.	46.						83	22	17		30	28	18		35.7	30.3	25.7		34.6	29.6	25.0	
19.	94.	84.	26.		6.4	6.0	6.0	----	30	34	22	5	4	11	9	6	----	25.2	21.4	----	----	24.4	19.7	----
23.																								
13.									2	3	3		2	3	5		----	----	----		----	----	----	
23.	ALL	72.							187	26	44	10	1	6	3	3	----	39.4	----	----	----	38.0	----	----
22.	96.	84.	39.						22	15	14	6	3	4	4	5	----	----	----	----	----	----	----	----
10.					----	6.8	----	----	3	5				3	1	1	----	----			----	----	----	----
30.	91.	69.	3.						68	25	19	1	13	10	12	1	41.2	31.8	25.3	----	39.3	32.8	25.6	----
30.	95.	68.	6.						70	30	53	2	15	17	32	4	40.4	32.1	25.7	----	40.9	30.6	25.4	----
30.	93.	63.	8.						416	182	60	2	30	42	28	1	40.8	31.7	25.9	----	39.1	31.3	25.0	----
29.	94.	70.	4.						356	77	46	2	62	42	33	2	41.3	31.6	26.0	----	40.6	31.1	25.9	----
30.	94.	58.	13.						123	43	10	1	38	17	13		40.8	31.0	25.9	----	40.2	30.9	25.0	
29.	96.	59.							407	66	42	4	66	44	29	19	41.6	31.6	25.5	----	40.4	31.2	25.4	----
30.	97.	61.	3.						312	137	62		70	41	32	1	41.5	32.2	25.5		41.1	32.1	25.5	----
29.	98.	66.	8.						243	60	24	4	52	33	25	8	41.2	31.7	26.0	----	40.7	31.2	25.3	----
29.	99.	86.	8.						180	67	32	1	20	20	20		41.3	31.7	26.2	----	38.6	30.6	26.2	
29.	93.	61.	8.						415	194	58	9	90	55	57	3	41.7	32.3	25.3	----	41.5	31.8	25.7	----
29.	97.	69.	18.						307	123	50		93	39	28	1	41.5	32.1	26.1		40.7	30.8	26.4	----
29.	96.	68.	13.						441	85	71	5	101	50	43	12	41.4	31.7	26.1	----	40.9	30.8	25.8	----
29.	96.	50.	4.						326	113	49	1	42	29	31	2	41.3	31.4	25.7	----	40.6	31.2	25.8	----
29.	98.	59.	4.						462	113	33	2	95	49	34	1	41.2	31.8	26.0	----	39.8	30.9	25.7	----
29.	94.	68.	24.						530	217	84	6	68	94	70	18	41.7	32.4	26.7	23.0	40.8	31.9	26.3	23.6
29.	94.	61.	6.						393	118	59	19	78	66	41	15	41.5	31.1	25.6	22.1	41.0	31.1	25.5	22.6
29.	97.	61.	6.						405	151	65	10	68	55	59	10	41.5	32.1	26.0	23.3	41.2	30.7	25.8	23.4
29.	95.	84.	17.						137	25	12		32	19	6		41.5	32.1	25.7		40.7	31.2	25.9	
29.	92.	76.	8.						100	24	11	6	12	13	13	2	41.7	31.7	25.2	----	38.5	31.1	25.0	----
16.	70.	31.			7.1	7.8	----		10	9	3			4	1		----	----	----			----	----	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
CALIFORNIA(CONTD)																				
CHAPMAN COLLEGE		IIA	3	3	3		34.5	28.4	23.7		28.2	3	3	3		42.5	34.8	28.9		34.5
CLAREMONT GRADUATE SCHOOL		I	1	1			50.8	34.2	----		43.5	1	2			61.5	42.1	----		52.8
CLAREMONT MCKENNA COLLEGE		IIB	1*	1*	1*		41.7	31.6	26.7	----	36.1	1*	1*	1*		50.5	40.2	35.3	----	44.8
COGSWELL COLLEGE		IIC					----	25.0	----		24.9					----	28.2	----		28.1
COACHELLA VALLEY COMM.COLL.		III	1	1	1		35.7	32.4	26.7	----	33.1	2	1	1		41.5	37.9	31.6	----	38.7
COLLEGE OF NOTRE DAME		IIA	5	5	5		28.2	22.8	18.9	----	23.2	5	5	5		32.4	25.9	21.1	----	26.3
HARVEY MUDD COLLEGE		IIC					46.4	34.6	28.2	----	40.4					58.7	43.5	34.5	----	50.9
JOHN F KENNEDY UNIVERSITY		IIA					----	----	----		----					----	----	----		----
LINCOLN UNIVERSITY		IIC					----	----			13.7					----	----			15.9
LOYOLA MARYMOUNT UNIVERSITY		IIA	1*	1	1		44.9	32.3	26.8	----	36.2	1*	2	1		53.6	39.5	33.3	----	43.9
MARYMOUNT PALOS VERDES C		III	5		5	5	23.3	----	19.3	16.3	19.8	5		5	5	28.7	----	24.2	19.8	24.6
MENLO COLLEGE		IIC									30.2									38.1
MENNONITE BRTHRN BIBLE SEM.		IIC					----	25.5			27.6					----	31.5			33.9
MILLS COLLEGE		IIA	2	3	4	3	39.1	29.1	23.5	19.2	29.2	2	4	4	4	47.6	34.2	27.1	22.3	34.5
MONTEREY INTRNATL STDIES		IIA	4	5			32.1	24.2	----	----	24.3	4	5			39.8	30.3	----	----	30.1
MOUNT ST.MARY'S COLLEGE		IIB	3	3	3	2	29.3	25.1	21.1	18.8	22.5	3	3	3	3	34.6	29.8	24.9	21.7	26.5
NATIONAL UNIVERSITY		IIC					30.0	27.2	55.4		33.2					35.3	32.5	59.3		38.2
NORTHROP UNIVERSITY		IIC					----	----	27.7	22.3	23.1					----	----	34.7	28.4	29.3
OCCIDENTAL COLLEGE		IIB	1	1*	1*	1*	40.9	31.8	25.4	23.6	31.8	1*	1*	1*	1*	52.8	40.5	31.0	27.8	40.1
FREMONT-NEWARK CCD-OHLONE C.		III	1*	1*	1*	1*	38.3	35.2	31.1	29.3	34.8	1	1*	1*	1*	44.7	41.3	36.8	34.7	40.8
PACIFIC UNION COLLEGE		IIB	4	4	2	1	24.9	23.2	21.9	20.4	23.0	5	4	3	2	27.9	25.7	24.2	22.4	25.6
PALOMAR COLLEGE		III		1*		1*		35.4		30.7	35.2		1*		1*		41.8		36.6	41.5
PATTEN COLLEGE		IIC					----	----	----		----					----	----	----		----
PEPPERDINE UNIVERSITY		IIA	1	1*	1*		42.7	33.9	29.7	----	36.7	1	1	1*		51.9	41.0	35.4	----	44.4
PITZER COLLEGE		IIB	1		1		38.4	----	24.2		33.9	1		1		47.9	----	30.5		42.4
POINT LOMA NAZARENE COLLEGE		IIB	3	3	4		30.7	24.0	19.7	----	25.8	2	3	4		37.6	28.9	23.6	----	31.3
POMONA COLLEGE		IIB	1*	1*	1*		43.9	32.1	26.4	----	35.4	1*	1*	1*		53.0	39.6	31.5	----	42.9
SAINT MARY'S COLL. OF CALIF.		IIA	2	3	4		37.9	29.6	23.5		29.1	2	3	4		46.8	35.5	28.2		35.2
SCRIPPS COLLEGE		IIB	1	1	1		38.7	29.0	23.4	----	30.4	1	1	1		48.7	36.3	29.5	----	38.3
SOUTHERN CALIFORNIA COLLEGE		IIB	3	1	1	2	30.9	28.5	24.1	18.6	25.1	3	2	2	3	35.9	32.8	26.8	20.6	28.4
SOUTHWESTERN UNIVERSITY		IIC					45.7	30.4	----		40.6					53.1	35.9	----		47.4
STANFORD UNIVERSITY	1	I		1*	1*	1*	58.3	40.5	31.7		50.1	1*	1*	1*		71.2	50.2	39.9		61.4
U OF CAL-SAN FRANCISCO	7	IIC					53.7	36.4	37.7	----	43.1					65.3	45.3	46.8	----	53.0
U OF CAL-BERKELEY	7	I		1*	1	1	54.3	34.9	29.6	----	45.3	1	1	1*		65.8	43.4	37.3	----	55.5
U OF CAL-DAVIS	7	I		2	2	1	47.5	32.8	28.0		38.9	2	2	1		57.9	41.0	35.5		48.0
U OF CAL-ONIV.-WIDE SRVCES	7	IIC					48.2	----			44.6					58.9	----			54.7
U OF CAL-IRVINE	7	I		1	2	1	48.7	33.8	29.2		38.8	1	2	1		59.4	42.2	36.7		47.9
U OF CAL-LOS ANGELES	7	I		1	2	1	51.7	33.7	28.7		41.5	1	2	1		62.9	42.1	36.3		51.1
U OF CAL-RIVERSIDE	7	I		2	2	2	46.9	33.0	27.2		38.3	2	2	1		57.3	41.2	34.5		47.3
U OF CAL-SAN DIEGO	7	I		1	2	1	50.4	33.4	28.5		41.7	1	2	1		61.3	41.8	36.0		51.3
U OF CAL-SANTA BARBARA	7	I		1	2	1	49.3	33.8	28.5		40.7	1	2	1		60.0	42.2	36.1		50.1
U OF CAL-SANTA CRUZ	7	I		2	3	3	45.6	32.3	25.9		37.6	2	2	2		55.8	40.5	33.0		46.5
UNIVERSITY OF LA VERNE	4	IIA	4	5	5		32.7	23.8	19.7	----	25.5	4	5	5		39.5	28.0	23.0	----	30.4
UNIVERSITY OF THE PACIFIC		IIA	3	2	1	4	36.8	31.0	26.9	19.0	33.0	2	2	2	4	45.3	38.1	32.1	22.6	40.4
UNIVERSITY OF REDLANDS		IIA	3	3	1		35.2	28.4	25.8	----	31.2	2	3	2		44.7	34.8	31.9	----	39.1
UNIVERSITY OF SAN DIEGO		IIA	1*	3	2		42.8	29.4	25.0	----	33.5	1	3	2		53.2	36.4	30.8	----	41.5
UNIVERSITY OF SAN FRANCISCO		IIA	1*	1*	1*	2	46.6	35.8	30.2	21.4	38.0	1*	1*	1*	1	56.0	43.9	37.5	27.7	46.3
UNIVERSITY OF SANTA CLARA		IIA	1*	1*	1*		51.8	35.8	29.2		36.1	1*	1*	1*		62.1	44.1	35.6		43.9
UNIV OF SOUTHERN CALIF		I	1	1	1	1*	50.8	35.3	29.7	26.3	38.4	1	1	1*	1*	63.2	44.9	37.8	32.8	48.4
WEST COAST CHRISTIAN COLLEGE		IIC					----	----	----	----	16.9					----	----	----	----	19.3
WESTMONT COLLEGE		IIB	3	3	3		29.7	24.8	21.5	----	25.0	3	3	3		36.9	30.1	25.8	----	30.5
WHITTIER COLLEGE		IIA	5	5	4	1	30.7	25.9	22.3	22.8	25.7	5	4	4	1	37.8	31.8	27.2	27.3	31.4
WOODBURY UNIVERSITY		IIC									27.9									33.6
COLORADO																				
ADAMS STATE COLLEGE		IIA	5	5	5	3	31.2	25.3	21.9	19.2	26.5	4	5	4	3	37.9	31.1	27.2	24.1	32.5
COLORADO COLLEGE		IIB	1*	1*	1		43.4	31.9	23.6		32.4	1*	1*	2		53.4	39.6	28.2		39.7
COLORADO MOUNTAIN COLLEGE		III	4	5	4		27.6	23.3	21.1	----	24.3	5	5	4		32.1	27.3	24.8	----	28.4
COLORADO SCHOOL OF MINES		IIC					41.1	31.7	26.2	----	35.0					49.3	38.5	32.3	----	42.3
COLORADO STATE UNIVERSITY	1	I		5	5	5	4	35.6	28.2	24.2	19.2	30.6	5	5	5	4	41.8	33.3	28.7	23.0	36.0
COLO TECHNICAL COLLEGE		IIC					----	13.8	13.2	----	13.5					----	16.1	14.4	----	15.4
DENVER CONS.BAPTIST SEMINARY		IIC					23.9	21.1	----		22.2					30.5	27.1	----		28.3
FORT LEWIS COLLEGE	1	IIB	2	3	1	1	31.8	25.7	23.4	20.9	27.3	3	3	2	1	36.9	30.0	27.4	24.5	31.8
ILIFF SCHOOL OF THEOLOGY		IIC					38.7	32.6	----		35.8					46.2	38.8	----		43.1
INTERMOUNTAIN BIBLE COLLEGE		IIC									----									----
LORETTO HEIGHTS COLLEGE		IIB	3	4	5	5	28.8	21.8	18.5	15.2	20.0	3	4	4	5	33.9	25.7	22.1	17.4	23.6
MESA COLLEGE		IIB	3	2	3	2	30.4	26.0	21.2	19.0	25.3	3	2	2	2	36.8	31.8	26.2	23.5	31.0
METROPOLITAN STATE COLLEGE		IIB	2	2	2	2	32.5	26.6	23.2	19.0	28.3	2	2	2	2	38.8	32.2	28.3	23.5	34.0
NAZARENE BIBLE COLLEGE		III	5				20.0	----	----		18.5	5				27.6	----	----		25.3
REGIS COLLEGE		IIB	3	3	4		29.6	24.7	19.8	----	23.7	3	3	3		37.1	29.8	25.0	----	29.1
SAINT THOMAS SEMINARY		IIC						----	----	----	16.6						----	----	----	19.8
UNIV. OF COLORADO AT BOULDER	19	I	4	4	2	1	39.1	30.6	27.1	22.8	34.2	5	4	4	2	44.7	35.0	31.1	26.2	39.1
U OF COLO COLO SPRINGS		IIA	3	2	2	1*	36.8	30.7	25.0	24.4	29.8	3	3	3	1	42.1	35.4	29.1	27.6	34.3
UNIV.OF COLORADO AT DENVER		IIA	3	3	1	3	36.2	29.3	25.7	20.0	29.5	4	4	3	3	41.4	33.7	29.8	23.3	34.0
U OF COLO HLTH SCI CENTER	19	IIC					41.3	35.1	27.7	23.1	30.7					49.1	42.0	33.6	28.3	37.0
UNIVERSITY OF DENVER		I	4	5	4	1	38.3	28.2	24.8	23.2	29.8	4	5	5	1	45.9	33.8	29.4	27.5	35.7
UNIVERSITY NORTHERN COLORADO		I	5	5	5	3	34.3	27.4	22.6	19.9	28.7	5	5	5	4	39.6	31.6	26.1	23.0	33.2
UNIVERSITY SOUTHERN COLORADO		IIB	2	2	2		31.9	28.0	22.9	----	27.9	3	2	2		36.8	32.6	26.5	----	32.3
WESTERN BIBLE COLLEGE		IIC					----	----	22.8	----	23.9					----	----	25.7	----	27.0
WESTERN STATE COLL.OF COLO.		IIA	5	5	5	5	29.4	24.7	20.8	15.7	25.5	5	5	5	5	35.8	30.4	26.0	19.5	31.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.	ALL	72.			6.7	9.1	10.3		14	27	23		5	12	6		----	29.2	24.0		----	26.8	22.2	
22.	94.	95.			8.5	6.8	6.3		34	17	3		1	2	2		----	----	----		----	----	----	
24.	94.	77.	10.		6.3	5.9	6.9	----	32	12	6	2	2	1	4		----	----	----	----	----	----	----	
13.					----	10.8	11.6		2	11	5			2			----	----	----		----			
17.	ALL	ALL	86.						35	27	5		5	17	2	2	----	33.4	----		----	30.9	----	----
14.	74.	40.			4.1	10.0	10.9	----	10	5	5	3	9	5	11	1	28.7	----	----	----	27.7	----	----	----
26.	95.	75.			7.6	----	11.2	----	37	8	9	1	1		3	1	----	----	----	----	----		----	----
---					----		----				1		1					----			----			
16.									1	4			2				----	----			----			
21.	84.	95.	24.		7.3	7.1	7.7	----	97	40	56	5	21	16	22		45.8	32.1	27.2	----	41.0	32.5	25.8	
24.					7.8	----	4.0	----	1	1	5	2	5	4	5	5	----	----	----	----	----	----	----	----
26.																								
23.					----	----			3	6							----	----						
18.	ALL	95.			6.2	9.6	9.8	----	11	8	10		7	12	11	6	38.6	29.4	24.2		39.9	29.0	22.9	----
24.	67.				----	6.5	----	----	4	5	2	2	2	2	3	3	----	----	----	----	----	----	----	----
18.					8.0	8.7	8.1	8.0	6	5	4		2	6	22	12	----	----	----		----	----	----	----
15.									23	16	9		5	3			----	----	----		----	----		
27.									1	2	6	45			1	9	----	----	----	22.9			----	19.4
26.	ALL	ALL	3.		9.5	10.0	10.0	11.2	33	20	28	5	2	12	12	3	----	32.3	25.2	----	----	31.0	25.8	----
17.	ALL	ALL	ALL	71.					21	19	4	7	12	13	10	7	38.7	33.7	----	29.9	37.5	37.3	----	28.6
11.	91.	43.			11.9	10.0	4.2	5.1	30	15	10	4	4	8	15	12	----	23.3	21.8	----	----	23.1	22.0	----
18.		ALL				5.0		5.0		130		8		64		2		36.3		----		33.6		----
---					----	----	----		1		2			1	1		----		----			----	----	
21.	81.	37.	14.		7.2	8.9	8.3	----	79	63	23	3	4	18	6	2	----	34.2	29.8	----	----	33.0	29.5	----
25.	97.								24	2	6		6	2	6		38.8	----	25.5		36.6	----	23.0	
21.	62.	20.			7.9	7.1	7.9	----	29	12	5	1	5	3	13	2	----	----	----	----	----	----	----	----
21.	95.	84.			8.8	12.4	9.3	----	55	28	20	3	4	9	16	2	----	32.2	26.7	----	----	31.7	26.1	----
21.	80.	76.	19.		4.1	5.9	5.4		19	24	16		1	9	15		----	29.9	23.8		----	28.8	23.2	
26.	ALL	ALL			9.5	11.2	11.8		12	8	9		5	8	6	1	----	29.5	23.5		----	28.4	23.3	----
13.	ALL	75.	47.						6	8	14	7	1		1	1	----	----	----	----	----		----	----
17.	87.				0.0	0.0	----		27	3	3		4	6	1		----	----	----		----	----	----	
23.	ALL	78.	1.		7.2	9.3	8.8		483	97	120		17	22	37		58.6	40.5	32.0		51.0	40.2	30.7	
23.	88.	66.							81	23	44	1	14	21	25		55.6	41.3	40.8	----	43.2	31.1	32.4	
22.	97.	91.							829	192	142	2	51	59	58		54.6	35.1	30.2	----	49.4	34.1	28.1	
24.	97.	96.							435	146	95		32	35	31		47.7	33.2	28.5		44.4	31.3	26.7	
23.	ALL								7	4			4				----	----			----			
23.	97.	94.							194	69	60		17	11	20		49.3	33.6	29.9		42.7	34.9	27.3	
23.	95.	89.							734	216	183		69	52	93		52.3	34.0	29.3		46.0	32.5	27.5	
24.	ALL	97.							135	59	39		14	9	11		47.3	33.1	27.2		43.2	32.1	27.1	
23.	97.	95.							293	77	58		2	24	22		50.9	33.6	28.9		42.2	32.7	27.3	
23.	99.	96.							343	94	43		24	19	24		49.7	34.2	29.2		43.1	31.8	27.4	
24.	96.	ALL							146	43	29		14	21	22		45.8	32.9	26.6		43.0	31.1	24.9	
19.	80.	22.			8.3	12.8	10.3	----	22	19	12	3	8	13	10		33.2	24.3	20.7	----	31.2	23.0	18.4	
22.	91.	64.	10.		6.5	7.3	7.6	----	171	67	52	1	15	13	19	6	37.0	31.1	26.7	----	34.7	30.4	27.2	----
25.	97.	71.	39.		5.9	5.1	5.1	----	52	21	18	2	9	7	5	3	35.5	28.3	----	----	33.5	28.6	----	----
24.	92.	67.	8.		5.8	4.9	5.2	----	64	42	34		15	22	18	2	43.0	29.8	25.4		42.1	28.7	24.4	----
22.	87.	78.	48.	20.					80	37	40	6	10	26	21	4	47.3	36.6	29.6	----	41.0	34.8	31.2	----
22.	98.	86.	9.		6.1	6.4	8.2		56	73	55		6	11	26		52.4	36.5	28.5		46.6	31.8	30.8	
26.	94.	84.	4.	15.	6.1	7.0	7.6	6.8	349	334	246	24	25	64	66	17	51.3	35.7	30.3	27.6	43.0	33.3	27.2	24.5
14.									1	2		2	1		1	2	----	----		----	----		----	----
22.	ALL	61.			10.6	12.6	12.6	----	17	16	11	5	2	2	4		----	----	----	----	----	----	----	----
22.	ALL	89.	39.		12 2	5.3	18.5	----	18	21	12	2	2	7	16	4	----	26.1	24.7	----	----	25.6	20.5	----
20.																								
23.	97.	89.	28.						30	15	8	6	2	4	10		----	----	21.8	----	----	----	22.0	
22.	ALL	ALL	11.		5.1	5.9	7.4		45	31	35		1	8	20		----	31.9	23.5		----	31.8	23.9	
17.					4.2	4.2	4.2	----	14	16	10	2	1	4	4		----	----	----	----	----	----	----	
21.									90	54	29	4		3	9	1	----	----	26.3	----		----	26.0	----
18.	97.	85.	32.						433	234	150	6	14	45	57	11	35.7	28.5	24.4	20.0	31.5	26.6	23.5	18.8
14.									2	13	11	2		1	3		----	----	----	----		----	----	
28.	ALL	57.							7	7	2						----	----	----					
17.	98.	92.	22.						49	26	28	3	5	10	9	3	----	26.1	23.5	----	----	24.5	23.1	----
20.	ALL	83.			6.8	7.4	----		9	5			1	1	1		----	----			----	----	----	

18.	ALL	64.	21.		5.0	5.5	5.5	----	4	3	5		4	8	19	11	----	----	----		----	----	----	----
22.	98.	89.	73.	40.	7.6	6.4	5.8	6.2	36	27	24	7	4	10	16	3	----	26.5	21.8	----	----	24.6	20.3	----
20.	99.	88.	50.	25.	3.7	4.4	4.1	4.7	119	75	50	4	23	21	22	4	32.6	26.7	23.3	----	32.0	26.4	23.1	----
37.									6	2	1		1		3		----	----	----		----		----	
23.	ALL	75.	22.		10.0	3.3	2.8	----	9	22	13	1	1	6	5	1	----	24.3	----	----	----	26.1	----	----
19.										2	2			1	3	1		----	----	----		----	----	----
14.	96.	87.	15.	33.					436	199	126	5	17	43	51	4	39.3	31.0	27.7	----	35.1	28.5	25.8	----
15.	97.	71.	6.		6.0	7.9	7.3	----	36	33	34	6	2	5	20	2	----	----	26.3	----	----	----	22.9	----
15.	83.	63.	3.	10.	6.6	7.0	5.9	4.2	72	77	68	17	10	21	20	8	36.2	30.1	26.1	19.3	36.1	26.3	24.5	21.0
20.	86.	63.	32.						8	10	11		6	9	26	12	45.1	38.4	31.7		36.4	31.4	26.0	----
19.	95.	90.	11.						123	119	69	7	14	27	39	4	38.7	28.6	26.0	----	35.0	26.6	22.7	----
15.	99.	88.	28.	7.	8.5	11.8	10.2	----	136	85	55	4	19	30	39	10	34.4	27.5	23.0	----	33.2	27.2	22.2	----
16.	93.	86.	62.		3.2	4.0	5.4	----	67	54	30	2	5	10	20	3	----	28.2	23.7	----	----	26.9	21.5	----
13.						----	3.0	----	1	2	4	1			2	1	----	----	----	----			----	----
23.	89.	86.	95.	25.	4.6	3.9	3.2	----	49	34	19	6	4	2	3	2	----	----	----	----	----	----	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
CONNECTICUT																				
ALBERTUS MAGNUS COLLEGE		IIB	4	4	4		26.6	23.1	19.6	----	22.6	4	4	4		30.1	26.9	22.7	----	26.0
ASNUNTUCK CMTY COLLEGE	20	III					----	----	----	----	22.4					----	----	----	----	28.5
CENTRAL CONNECTICUT ST UNIV	19	IIA	1	1	1	1	39.6	32.1	27.3	23.2	32.5	2	2	1	1	47.6	39.1	33.7	29.1	39.6
CONNECTICUT COLLEGE		IIA	2	3	4	1	37.7	29.3	23.0	23.0	30.3	2	3	4	2	45.8	36.2	27.3	26.2	36.8
EASTERN CONN STATE UNIV		IIB	1	1	1		38.1	31.2	24.8	----	31.8	1*	1*	1*		52.0	42.2	32.2	----	42.9
FAIRFIELD UNIVERSITY		IIA	2	1	1		38.1	31.6	26.9	----	31.5	2	2	2		45.5	38.0	32.1	----	37.7
GREATER HARTFORD COMM.COLL.		III	3	3	3	4	30.3	26.2	22.8	17.4	25.4	3	3	3	4	37.7	32.6	27.9	21.7	31.6
HARTFORD GRADUATE CENTER		IIC					35.2	31.1	28.9		31.4					43.9	39.0	36.5		39.4
HARTFORD SEMINARY		IIC									26.5									40.8
HOLY APOSTLES COLLEGE		IIC									3.1									3.2
HOUSATONIC COMMUNITY COLLEGE	20	III	3	3	1		28.9	26.2	24.6	----	26.4	3	3	1		36.3	33.2	31.2	----	33.3
MANCHESTER CMTY COLLEGE		III	3	4	3	4	29.7	25.2	22.5	17.6	26.1	3	3	3	3	36.8	31.5	28.4	22.7	32.6
MATTATUCK COMMUNITY COLLEGE		III	3	3	3		28.9	26.8	22.8	----	26.1	4	3	3		34.8	32.3	27.8	----	31.5
MIDDLESEX COMMUNITY COLLEGE	20	III	3	3	2		29.9	26.6	23.5	----	26.5	3	3	2		36.5	32.7	29.1	----	32.5
MOHEGAN COMMUNITY COLLEGE	20	III	3	4	3		30.1	24.8	21.6	----	25.6	2	3	2		39.0	32.5	28.6	----	33.5
NORWALK COMMUNITY COLLEGE		III	3	3	3	3	30.2	26.2	21.8	18.2	24.7	3	3	3	3	37.9	32.4	27.3	23.2	30.9
QUINEBAUG VALLEY COMM.COLL.	20	III					----	----	----	----	23.3					----	----	----	----	29.6
QUINNIPIAC COLLEGE	10	IIB	1	1	1		36.9	29.9	24.0	----	29.5	1	1	1		45.7	37.2	30.1	----	36.7
SACRED HEART UNIVERSITY		IIB	2	2	3	2	32.7	26.5	21.5	19.2	24.7	2	2	2	2	42.0	33.9	27.4	23.8	31.5
SAINT JOSEPH COLLEGE		IIA	5	5	5	5	27.9	23.4	21.5	17.8	22.6	5	5	5	5	31.9	26.8	24.6	20.5	25.9
SOUTH CENTRAL COMM.COLLEGE		III	4	3	3		27.8	25.6	21.9	----	24.8	3	2	2		36.1	33.7	30.0	----	32.9
SOUTHERN CONNECTICUT STATE U		IIA	2	1	1*	1	38.7	32.0	27.8	23.3	33.1	2	2	1	1	46.6	38.9	34.0	28.6	40.2
TRINITY COLLEGE		IIA	1*	1	4		44.4	32.7	23.4	----	35.3	1*	1	4	-	55.1	40.7	27.8	----	43.6
TUNXIS COMMUNITY COLLEGE	20	III	4	4	3	4	28.2	24.8	22.5	17.2	23.6	4	4	3	4	34.5	30.6	28.0	21.9	29.2
U S COAST GUARD ACADEMY		IIC					44.6	35.4	----		37.0					48.7	38.9	----		40.7
UNIVERSITY OF BRIDGEPORT		IIA	1	1*	1*	1*	42.6	33.1	27.7	24.3	35.0	1	2	1	1	50.5	39.9	33.1	28.1	41.7
UNIV OF CONNECTICUT		I	2	1	1	1	47.4	34.5	28.8	25.4	39.1	2	1	1	1*	56.9	42.5	36.0	32.1	47.5
UNIVERSITY OF HARTFORD		IIA	3	3	3	1	36.0	29.2	23.9	22.6	28.0	3	3	2	1	43.0	36.1	30.8	29.5	35.0
UNIVERSITY OF NEW HAVEN		IIA	4	3	1	1*	33.9	29.0	26.5	25.6	29.7	4	3	2	1*	40.4	34.8	31.9	30.9	35.6
WESLEYAN UNIVERSITY		IIA	1*	1	2		44.6	31.7	25.0	----	35.9	1*	1	2		56.8	40.7	31.8	----	45.8
WESTERN CONN ST COLLEGE		IIA	2	2	1	2	37.5	31.3	25.8	20.4	31.2	2	2	2	2	45.3	38.1	31.7	25.5	37.9
YALE UNIVERSITY		I	1*	2	2	1	55.8	33.2	26.7	23.0	42.3	1*	3	3	2	66.7	39.5	31.4	26.4	50.2
DELAWARE																				
DELAWARE STATE COLLEGE	4	IIB	1	2	1	2	38.8	27.5	25.0	19.8	26.7	1	1	1*	1	48.9	35.0	31.9	25.4	34.0
GOLDEY BEACOM COLLEGE		IIC					----	24.1	21.5		22.7					----	29.2	26.2		27.7
UNIVERSITY OF DELAWARE		I	2	3	3	3	45.0	31.7	25.7	20.1	33.2	2	2	2	2	56.7	41.1	33.2	26.2	42.5
DISTRICT OF COLUMBIA																				
AMERICAN UNIVERSITY		I	3	3	2	2	42.1	32.2	27.2	22.5	35.2	3	3	2	2	52.1	39.7	32.7	26.1	43.3
CATHOLIC UNIVERSITY		I	5	5	5	3	37.6	28.6	23.6	20.2	28.8	4	5	5	3	46.5	34.5	28.3	24.3	35.0
GALLAUDET COLLEGE		IIA	2	1	2	4	38.9	32.5	25.3	19.1	28.5	3	2	3	4	44.0	37.0	29.0	22.0	32.5
GEORGE WASHINGTON UNIVERSITY		I	2	2	2	4	46.4	33.6	27.4	19.1	38.4	2	2	1	3	56.5	41.5	34.2	24.1	47.2
GEORGETOWN UNIVERSITY		I	1	1*	2	3	53.0	37.1	26.7	20.7	37.7	1*	1*	2	2	66.4	46.7	33.3	26.3	47.3
HOWARD UNIVERSITY	14	I	3	3	3	2	42.6	32.0	26.4	21.8	32.1	3	3	3	2	50.5	38.3	31.8	26.5	38.4
MOUNT VERNON COLLEGE	4	IIB		2	2		----	27.2	22.3	----	25.5		2	2		----	32.3	27.0	----	30.6
STRAYER COLLEGE		IIC					----	22.4	----	18.7	20.3					----	25.4	----	21.3	23.0
UNIV. OF DISTRICT/COLUMBIA		IIA	2	2	2	1	39.4	31.1	25.4	22.0	30.8	1	1	1	1	51.8	41.2	33.9	29.6	40.8
FLORIDA																				
BARRY UNIVERSITY		IIA	5	5	4	4	30.6	26.0	22.6	17.9	25.0	5	5	5	5	35.6	30.9	26.0	20.4	29.2
BETHUNE-COOKMAN COLLEGE		IIB	5	5	4	4	23.1	15.6	19.0	15.8	17.8	5	5	5	5	26.6	18.1	21.4	17.3	20.0
ST. THOMAS UNIVERSITY		IIB	2	3	3	3	31.7	24.5	21.4	17.3	23.2	3	3	4	4	34.7	28.7	23.4	19.9	25.8
ECKERD COLLEGE		IIB	3	3	2		30.5	25.3	22.0		26.7	2	2	2		37.6	31.3	27.0		32.9
FLORIDA AGRI&MECH UNIVERSITY		IIA	4	3	3	2	34.1	28.5	23.7	20.3	26.5	3	2	2	2	43.5	36.6	30.6	26.3	34.0
FLA ATLANTIC UNIVERSITY		IIA	2	3	2	3	38.5	28.6	24.9	19.9	31.8	2	3	2	3	46.9	35.1	30.6	24.7	38.9
FLORIDA INTERNAT'L UNIV.	1	IIA	2	3	2	4	38.7	29.2	24.9	18.2	28.5	2	3	2	4	46.9	35.8	30.6	22.6	34.8
FLORIDA STATE UNIVERSITY		I	4	5	4	3	39.6	28.7	24.6	19.7	32.5	4	4	4	3	48.5	35.5	30.6	24.4	40.0
GULF COAST CMTY COLLEGE		III	5	3	2	1	26.2	26.0	22.9	23.0	24.3	5	3	3	1	32.1	31.8	28.2	28.2	29.8
HILLSBOROUGH CMTY COLLEGE		III	3	5	5	4	28.9	23.5	18.5	17.1	25.4	3	4	5	4	35.4	28.9	22.9	21.2	31.2
INDIAN RIVER CMTY COLLEGE		III	1	1	1	1*	36.8	32.5	27.7	26.0	28.1	1	1	1*	1*	45.3	40.1	34.3	32.3	34.8
JACKSONVILLE UNIVERSITY		IIB	4	5	5		25.7	20.4	17.6	----	22.0	4	5	5		31.0	24.1	20.7	----	26.2
MANATEE JUNIOR COLLEGE		III	5	5	4	5	24.3	21.9	20.7	14.6	20.6	5	5	4	5	30.0	27.1	25.6	18.3	25.5
MIAMI-DADE COMMUNITY COLLEGE		III	3	4	5	4	29.4	24.6	20.0	16.9	24.8	3	4	4	4	36.3	30.7	25.4	21.6	31.0
PALM BEACH JUNIOR COLLEGE		III	4	4	1	1	27.8	24.9	24.7	22.6	23.7	4	4	1	1	34.6	31.1	30.9	28.4	29.4
PENSACOLA JUNIOR COLLEGE		III	2	3	2	3	30.7	26.2	23.4	18.3	24.6	3	3	2	3	37.3	32.0	28.7	22.7	30.1
ST.JOHN VIANNEY COLLEGE SEM.		IIC					----		----		----					----		----		----
SOUTH FLORIDA COMMUNITY COLL		III	4			1	28.5			21.8	27.1	4			1	35.3			27.2	33.6
STETSON UNIVERSITY		IIA	2	3	2	5	37.8	28.9	25.2	17.0	31.0	2	3	2	5	47.2	35.9	31.2	20.1	38.4
UNIV. OF CENTRAL FLORIDA		IIA	2	2	2	4	37.2	29.9	25.0	17.9	29.0	2	2	2	4	45.6	37.1	31.3	22.7	35.9
UNIVERSITY OF FLORIDA		I	2	1	1*	3	45.2	34.7	30.1	20.0	35.7	2	1	1*	3	54.9	42.8	37.5	25.3	43.8
UNIVERSITY OF MIAMI		I	3	3	4	2	43.0	32.1	25.5	21.6	34.2	3	3	4	3	52.6	39.1	30.4	25.3	41.6
UNIVERSITY OF NORTH FLORIDA		IIA	3	3	3	5	35.9	29.5	24.1	17.6	28.7	3	2	3	4	44.4	36.5	30.0	22.2	35.6
UNIVERSITY OF SOUTH FLORIDA		I	4	4	4	2	39.2	29.5	24.6	21.8	31.6	4	4	4	2	47.6	36.0	30.3	26.9	38.5
UNIVERSITY OF TAMPA		IIB	2	3	3		32.0	23.8	20.3	----	25.3	2	4	4		37.7	28.1	23.5	----	29.7
UNIVERSITY OF WEST FLORIDA		IIA	3	3	3	2	36.3	29.1	23.9	21.5	29.0	3	3	3	2	42.8	34.6	28.7	25.9	34.5
WARNER SOUTHERN COLLEGE		IIB			5		----	----	13.9	----	15.9			5		----	----	16.5	----	18.7
GEORGIA																				
ABRAHAM BALDWIN AGR.COLLEGE	2	III	3	3	3	2	30.3	26.0	22.8	20.3	24.1	3	3	3	2	37.5	32.4	28.5	25.6	30.1
AGNES SCOTT COLLEGE		IIB	2	2	3		32.4	27.0	20.4	----	25.2	2	2	3		39.0	32.9	24.4	----	30.6
ALBANY JUNIOR COLLEGE	1	III		3	2		----	25.3	23.0	----	24.2		4	3		----	30.5	27.8	----	29.2
ARMSTRONG STATE COLLEGE	2	IIA	4	4	4	4	33.2	27.4	23.2	19.0	26.8	4	4	3	3	41.2	34.2	29.2	24.2	33.5

(6)	(7)				(8)				(9)								(10)							
BEN. AS Z OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN
15.	ALL	ALL	20.		4.5	4.0	4.0	----	1	1	8	1	7	5	2		----	----	----	----	----	----	----	
27.									2	4	4	2		1		2	----	----	----	----		----		----
22.	98.	90.	55.	14.					104	94	93	6	19	30	37	8	39.8	32.4	27.3	22.3	38.2	31.2	27.4	23.8
21.	ALL	79.	12.		7.2	7.6	7.6	----	28	27	23	1	17	11	11	5	38.5	29.2	23.5	----	36.2	29.5	21.9	----
35.	ALL	93.	47.		9.6	9.8	8.7	----	40	32	21	2	7	9	11	1	38.0	31.0	24.9	----	39.0	31.8	24.6	----
20.	ALL	90.	62.		9.0	11.9	9.2	----	40	51	43	1	8	10	23		38.4	31.8	27.4	----	36.5	30.9	25.9	
24.	ALL	82.	20.						14	8	3	4	3	3	7	4	----	----	----	----	----	----	----	----
26.	14.								7	6	7				3		----	----	----				----	
54.																								
2.																								
26.	ALL	ALL	ALL						15	11	10	2	5	3	3	1	----	----	----	----	----	----	----	----
25.	ALL	92.	44.						30	15	10	1	8	11	8	5	30.1	25.8	23.9	----	28.0	24.3	20.8	----
21.	ALL	ALL	65.						13	14	9	1	10	6	8		29.7	27.8	24.3	----	27.9	24.3	21.2	
23.	ALL	ALL	54.		0.5	0.9	0.7	----	12	8	7	1	2	7	6	1	----	27.6	26.0	----	----	25.6	20.6	----
31.	ALL	92.	44.						9	7	6		3	5	3	1	----	----	----	----	----	----	----	----
25.	ALL	95.	33.		0.3	0.2	1.7	0.8	7	8	6	4	8	12	6	8	31.3	27.8	24.4	----	29.3	25.1	19.1	----
27.									3	1	3		2	2		1	----	----	----		----	----		----
24.	95.	76.	23.						35	40	23		4	11	29	3	----	30.1	24.3		----	29.3	23.8	----
28.	75.	54.	3.		6.9	6.6	7.0	7.6	7	23	26	1	5	14	14	6	----	26.9	21.7	----	----	25.8	21.3	----
15.	ALL	92.	33.						6	6	12		4	7	15	7	----	23.4	21.4		----	23.4	21.6	----
33.	ALL	ALL	67.		0.0	0.6	0.0	----	8	6	7	1	4	3	2	2	----	----	----	----	----	----	----	----
21.	99.	94.	74.	82.					121	71	65	7	34	53	41	10	39.0	32.3	27.8	23.8	37.5	31.5	27.9	22.9
23.	95.	98.			6.6	8.9	7.3		53	31	16		2	10	10	1	----	33.3	23.6		----	30.7	23.1	----
24.	ALL	75.	55.						7	4	5	3	3	4	6	4	----	----	----	----	----	----	----	----
10.	ALL	95.							10	22	3				2		----	----	----				----	
19.	90.	76.	28.	5.	4.6	5.1	5.7	6.3	83	73	26	10	13	24	20	10	42.8	34.1	29.1	26.2	41.6	30.2	25.9	22.3
22.	97.	86.	24.	5.	7.7	8.2	9.5	8.7	477	269	134	13	52	71	73	7	48.0	35.1	29.7	25.5	42.3	32.3	27.3	25.3
25.	92.	82.	25.		4.6	3.4	5.0	----	61	89	61	4	2	10	41	2	----	29.2	24.2	----	----	29.1	23.5	----
20.	91.	61.	15.						44	50	19	3	2	4	8	3	----	----	27.2	----	----	----	24.9	----
27.	94.	94.			6.1	7.9	7.5	10.9	107	47	35	2	9	15	23	1	45.1	32.1	25.0	----	39.6	30.4	25.0	----
22.	96.	78.	44.						51	33	32	8	16	16	23	5	37.8	31.6	25.6	----	36.7	30.6	26.1	----
19.	ALL	17.			7.9	9.1	9.4	13.6	376	99	139	8	16	35	76	4	55.9	33.9	27.2	----	53.4	31.3	25.9	----
27.	ALL	71.	53.		16.9	12.6	12.6	12.4	18	20	27	11	6	8	28	20	39.2	28.0	24.9	21.0	37.6	26.2	25.1	19.1
22.					----	5.9	9.9		2	4	4		3	3	15		----	----	----		----	----	----	
28.	ALL	97.			4.4	4.5	6.9	6.1	240	232	118	5	9	60	69	20	45.1	32.0	26.3	----	42.5	30.6	24.5	----
23.	98.	84.	12.		9.0	10.2	10.0	14.9	139	85	50	7	27	32	27	5	42.3	32.7	27.6	----	40.7	30.8	26.4	----
22.	94.	83.	11.		6.3	6.5	6.0	5.1	79	84	60		6	22	58	11	38.1	28.9	23.1		30.5	27.3	24.1	----
14.	98.	89.	44.	7.	3.3	4.4	5.0	5.4	33	53	27	19	13	19	35	42	39.9	32.7	25.6	19.6	36.4	32.2	25.1	18.9
23.	96.	68.	16.		4.5	6.2	8.9	5.7	240	126	55	5	28	39	25	18	46.7	34.2	28.0	----	43.5	31.4	26.1	----
25.	96.	86.	26.	3.	6.6	6.9	7.7	9.3	139	128	77	10	11	29	68	25	53.4	37.4	27.2	23.8	48.3	36.0	26.1	19.4
20.	94.	85.	17.		5.8	4.7	5.8	2.4	236	181	119	32	34	98	101	56	42.9	32.4	27.1	22.1	40.4	31.2	25.6	21.7
20.		88.	38.		----	----	5.0	----	1	5	3	2	3	3	5	1	----	----	----	----	----	----	----	----
14.									1	5	3	5		3	1	11	----	----	----	----		----	----	----
33.									116	106	92	19	36	69	101	20	39.8	31.3	25.4	22.1	38.1	30.9	25.4	21.9
17.					7.7	8.9	15.9	----	6	19	20	1	15	22	25	6	30.1	26.9	23.1	----	30.8	25.1	22.2	----
12.	25.	20.	5.	3.	2.1	5.5	4.1	2.8	10	11	25	20	2	4	14	20	----	----	19.3	15.7	----	----	18.5	16.0
11.	80.	14.	3.		11.2	8.5	7.1	5.4	11	5	24	6	4	2	8	7	----	----	20.8	17.5	----	----	23.0	17.1
23.	ALL	93.	13.		7.1	7.1	7.4		31	11	14		4	4	10		----	----	23.0		----	----	20.5	
29.	ALL	60.	29.						42	72	56	14	14	20	40	12	34.0	29.5	23.5	20.9	34.6	25.0	23.9	19.5
22.	92.	86.	15.						132	79	47	10	11	21	28	1	38.9	29.1	26.2	----	34.0	26.8	22.7	----
22.	90.	69.	7.		6.5	7.0	6.9	6.4	72	125	68	18	10	37	51	30	38.9	29.6	25.6	19.9	36.8	27.7	24.0	17.2
23.	96.	88.	3.		6.7	6.3	6.6	----	360	216	126	3	43	81	74	8	40.1	29.1	25.5	----	35.7	27.5	23.0	----
23.	ALL	ALL	68.	86.					6	5	19	4	2	11	15	3	----	----	23.1	----	----	----	22.7	----
23.	98.	75.	67.	55.					58	41	5	5	31	30	7	6	28.8	24.4	----	----	29.0	22.2	----	----
24.	ALL	88.	67.	62.					6	14	21	8	2	3	25	5	----	----	27.7	----	----	----	27.7	----
19.	ALL	88.	15.		4.8	5.9	5.6	----	33	19	19	2	11	6	7		25.7	20.3	18.0	----	25.7	21.0	16.6	
24.	77.	65.	66.	21.	0.0	0.0	0.0	0.0	8	12	39	9	5	8	35	5	----	24.0	21.9	----	----	18.7	19.3	----
25.	99.	ALL	72.	25.	5.8	7.2	8.3	9.2	180	185	53	31	55	135	57	30	29.6	25.3	20.5	17.0	28.6	23.6	19.6	16.8
24.	ALL	73.	71.	72.					5	11	24	62	4	4	4	64	----	----	----	22.7	----	----	----	22.5
22.	96.	ALL	92.	40.					40	41	39	30	17	38	32	33	30.7	26.5	23.5	18.4	30.8	25.9	23.3	18.2
---									1		2				1		----		----				----	
24.	ALL								18			1	8			6	29.4			----	26.6			----
24.	ALL	77.	16.		18.5	21.8	14.9	15.2	56	24	24	4	6	7	13	5	38.1	28.9	26.4	----	35.3	28.9	22.8	----
24.	94.	84.	24.		5.8	6.0	6.8	5.1	116	125	118	21	6	18	34	26	37.1	30.3	25.8	18.9	38.6	27.6	22.3	17.0
23.	92.	76.	7.	3.	7.8	8.9	9.8	10.0	833	590	442	26	46	99	153	44	45.6	35.2	31.0	22.1	38.1	31.5	27.7	18.7
22.	96.	71.	6.		7.3	7.4	8.3	----	250	174	103	8	24	31	38	8	43.5	32.3	26.2	22.6	38.0	30.9	23.5	20.6
24.	93.	80.	19.						41	51	29	5	5	19	25	7	----	29.6	25.2	----	----	29.1	22.8	----
22.	94.	86.	12.		5.8	6.0	7.9	7.0	320	262	120	23	28	70	64	25	39.4	29.7	25.3	23.4	37.0	28.6	23.3	20.3
18.	86.	86.	4.		5.2	6.5	4.9	----	26	27	17	4	3	9	7		----	24.0	21.0	----	----	23.2	18.5	
19.	95.	89.	37.		5.4	6.3	5.5	6.9	63	88	28	15	3	16	24	8	----	29.2	24.7	22.6	----	28.4	23.0	19.4
18.					----	----	----	----	5	4	6	1			1	1	----	----	----	----			----	----
25.	92.	91.	35.						12	14	28	4		8	20	9	----	25.8	22.7	----		26.3	22.9	----
21.	ALL	ALL	24.		6.9	7.0	9.0	----	9	13	7	1	12	8	10	4	33.2	27.2	21.1	----	31.9	26.7	19.9	----
21.		91.	36.		----	4.6	5.0	----	4	13	15		1	10	21	2	----	25.2	24.1		----	25.5	22.2	----
25.	ALL	83.	32.		4.8	4.2	4.5	4.5	39	12	25	4	3	6	37	4	----	27.5	23.5	----	----	27.3	23.1	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INSTI CATE GORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
GEORGIA(CONTD)																				
ATLANTA CHRISTIAN COLLEGE		IIC					17.9			----	17.4					21.6			----	21.1
ATLANTA JUNIOR COLLEGE	2	III		3	2		----	26.1	23.3	----	24.5		3	2		----	32.6	29.1	----	30.6
ATLANTA UNIVERSITY		IIA	4	5	3		32.5	24.7	23.7	----	27.2	5	5	4		37.6	28.3	26.7	----	31.2
AUGUSTA COLLEGE		IIA	2	3	4	3	37.3	28.7	23.0	20.1	27.9	2	3	4	3	45.6	36.4	28.4	23.6	34.5
BAINBRIDGE JUNIOR COLLEGE	2	III		3	3	3	----	26.3	21.9	18.8	22.9		3	3	3	----	32.8	27.6	23.7	28.8
BERRY COLLEGE	3	IIB	2	2	2	3	33.6	26.3	22.3	18.4	25.9	2	3	2	3	39.5	30.8	26.2	21.3	30.4
BRUNSWICK JUNIOR COLLEGE	2	III		2	3	3	----	28.0	22.6	18.8	22.8		2	3	3	----	35.0	28.4	24.0	28.7
CLARK COLLEGE		IIB	4	5	5	5	25.7	19.8	16.9	15.5	18.6	5	5	5	5	29.1	23.2	19.8	17.9	21.5
CLAYTON JUNIOR COLLEGE	2	III	3	4	2	2	29.8	25.0	22.9	20.2	23.2	3	4	3	2	36.8	31.0	28.4	25.2	28.9
COLUMBIA THEOLOGICAL SEM		IIC					28.7	----	----		26.7					35.6	----	----		33.3
COLUMBUS COLLEGE	2	IIA	4	4	4	2	32.3	27.9	22.4	20.7	27.7	4	3	4	2	40.0	34.7	27.9	25.9	34.4
DALTON JUNIOR COLLEGE	2	III		3	3	3	----	26.4	22.6	18.7	22.6		2	2	2	----	33.9	29.1	24.3	29.2
EMANUEL COUNTY JUNIOR COLL.	1	III		3	2			25.7	23.2	----	23.5		3	2			31.6	28.6	----	29.0
EMORY UNIVERSITY		I	2	2	1	2	46.7	32.9	28.4	21.6	36.2	2	4	2	3	53.8	37.9	32.8	27.9	41.8
FLOYD JUNIOR COLLEGE		III	2	3	3	3	32.8	25.4	21.9	18.2	24.0	2	4	3	4	41.0	31.0	28.4	22.4	30.1
FORT VALLEY STATE COLLEGE		IIB	1	1	1	2	38.4	30.0	24.4	18.5	27.6	1	1	1	2	45.0	37.1	30.4	23.1	34.3
GAINESVILLE JUNIOR COLLEGE	2	III	2	2	3	2	30.7	27.2	22.4	20.0	24.3	2	2	2	2	38.5	34.3	28.6	25.7	30.9
GEORGIA COLLEGE	2	IIA	4	4	5	4	32.1	26.4	22.2	17.9	25.9	4	4	4	4	40.0	33.3	28.3	23.1	32.7
GEORGIA INST. OF TECHNOLOGY	2	IIC					46.6	34.0	30.9	----	38.3					57.9	42.3	38.3	----	47.6
GEORGIA SOUTHERN COLLEGE		IIA	3	3	4	5	34.7	28.9	22.7	17.6	26.2	3	3	3	4	43.1	36.1	28.8	22.1	32.8
GEORGIA SOUTHWESTERN COLL.	2	IIA	4	3	3	4	34.0	29.1	24.0	19.1	27.7	3	2	3	3	42.5	36.5	30.3	24.3	34.7
GEORGIA STATE UNIVERSITY		I	3	3	3	4	43.7	32.5	26.5	19.3	34.4	3	3	3	4	52.4	38.4	31.3	23.1	41.0
GORDON JUNIOR COLLEGE		III		3	3	4	----	26.8	22.2	17.8	22.1		3	3	4	----	33.6	27.9	22.5	27.8
INTERDENOMINATIONAL THEO.CTR		IIC					28.4	23.0	----	17.8	22.6					33.1	27.0	----	21.1	26.6
KENNESAW COLLEGE	2	IIB	1	1	1*	1	37.6	30.5	26.0	20.6	27.9	1	1	1*	1	46.2	37.7	32.3	25.6	34.5
LA GRANGE COLLEGE	PNA	IIB																		
MACON JUNIOR COLLEGE	2	III		3	3	4	----	26.4	22.5	17.6	23.1		3	3	4	----	32.9	28.3	22.4	28.9
MERCER U MAIN CAMPUS		IIB	1*	1	1*	1	42.7	31.1	26.5	20.0	33.2	1*	1	1*	1	50.7	37.2	31.5	24.1	39.6
MERCER UNIVERSITY IN ATLANTA		IIB	4	3	2	1	26.3	24.2	22.1	20.5	23.2	4	3	2	1	31.9	29.3	26.7	24.6	28.1
MIDDLE GEORGIA COLLEGE	2	III	5	3	3	3	19.5	25.7	22.4	18.8	22.3	5	3	3	3	24.6	32.1	28.2	23.8	28.1
NORTH GEORGIA COLLEGE	2	IIA	4	4	3	3	33.2	27.5	24.4	20.1	27.6	4	4	3	3	41.1	34.1	30.1	25.0	34.1
OGLETHORPE UNIVERSITY		IIB	2	4	3		32.7	22.8	21.4		28.3	2	4	3		38.5	26.9	28.9		33.8
PIEDMONT COLLEGE		IIB	5	5	5		15.6	13.4	13.3		14.1	5	5	5		18.9	16.1	14.3		16.4
REINHARDT COLLEGE		III					----	----	----	----	17.7					----	----	----	----	20.4
SAVANNAH STATE COLLEGE		IIB	1	2	2	1	35.0	27.7	23.3	21.6	26.2	1	1	1	1*	43.5	34.8	29.5	27.4	35.3
SHORTER COLLEGE		IIB	4	5	3	3	25.8	20.9	20.1	18.2	21.4	4	5	4	3	29.7	24.1	22.9	20.9	24.7
SOUTH GEORGIA COLLEGE	2	III		2	2	2	----	29.1	24.0	19.4	23.6		2	2	2	----	36.1	29.9	24.4	29.4
MERCER UNIV STHRN SCH PHARM		IIC					----	24.5	23.1	----	24.8					----	29.2	27.6	----	29.5
SOUTHERN TECHNICAL INSTITUTE	2	IIC					32.1	27.7	25.1	----	27.4					39.6	34.3	31.1	----	33.9
SOUTHERN VERMONT COLLEGE		IIB									16.4									18.8
THOMAS COUNTY COMMUNITY COLL		III					----	----	----	----	17.6					----	----	----	----	19.6
TIFT COLLEGE		IIB	5	5	5		20.5	16.1	16.9	----	17.4	5	5	5		23.6	18.7	19.6	----	20.2
TOCCOA FALLS COLLEGE		IIC					----	----	17.0	----	17.3					----	----	19.4	----	19.8
UNIVERSITY OF GEORGIA	1	I	2	3	4	4	44.9	32.0	25.1	18.7	33.5	2	3	3	4	54.3	39.5	31.2	23.2	41.1
VALDOSTA STATE COLLEGE	4	IIB	2	1	1	2	33.4	28.4	24.0	19.2	27.5	2	1	1	1	41.5	35.5	30.2	24.4	34.5
WAYCROSS JUNIOR COLLEGE	2	III		3	1		----	25.6	25.3	----	25.5		3	1		----	31.8	31.4	----	31.6
WESLEYAN COLLEGE		IIB	5	5	4		22.3	20.1	19.5	----	20.3	5	5	3		26.7	23.6	24.5	----	24.1
WEST GEORGIA COLLEGE		IIA	3	4	4	5	34.6	28.2	23.4	17.8	27.6	3	3	3	4	43.1	35.4	29.6	22.9	34.6
HAWAII																				
CHAMINADE U OF HONOLULU		IIB	5	5	5	5	24.3	21.0	18.3	14.9	19.7	5	5	5	5	28.8	25.0	21.6	17.1	23.3
HAWAII LOA COLLEGE		IIB		4	5	4	----	21.2	16.6	16.5	18.9		5	5	4	----	24.8	19.5	19.4	22.2
HAWAII PACIFIC COLLEGE		IIC					23.9	27.0	20.9	14.5	20.8					28.8	33.5	26.3	17.2	25.5
U OF HAWAII AT MANOA	9	I	4	4	5	3	38.9	29.6	24.1	19.9	31.8	3	2	2	2	52.2	40.1	32.9	27.3	42.9
U OF HAWAII AT HILO	9	IIB	2	2	2		34.7	28.1	22.4	----	26.7	1	1	1		46.7	38.1	30.6	----	36.2
WEST OAHU COLLEGE		IIB		3			----	24.7	----		24.2		2			----	33.6	----		33.0
IDAHO																				
BOISE STATE UNIVERSITY		IIA	5	4	4		31.2	27.1	23.2	----	27.7	5	4	4		37.8	32.9	28.4	----	33.6
COLLEGE OF SOUTHERN IDAHO		III	5	5	3	2	26.8	23.5	22.1	20.6	24.0	5	4	3	2	32.6	28.7	27.0	25.3	29.2
IDAHO STATE UNIVERSITY		IIA	5	5	4	2	31.2	26.2	22.8	21.3	24.9	4	4	4	2	37.9	31.9	27.9	26.2	30.5
LEWIS-CLARK STATE COLLEGE		IIB	3	3	3		28.1	24.9	21.0	----	24.1	3	3	3		34.1	30.3	25.7	----	29.3
NORTHWEST NAZARENE COLLEGE		IIB	5	5	5	4	24.5	20.1	18.5	16.0	21.1	4	5	4	4	29.7	25.0	23.1	18.8	25.7
UNIVERSITY OF IDAHO	1		5	5	4		35.9	28.8	25.0	----	31.1	5	5	4		43.1	34.9	30.3	----	37.5
ILLINOIS																				
AMERICAN CONSV OF MUSIC		IIC					24.0	----	----		20.6					25.2	----	----		21.8
AUGUSTANA COLLEGE		IIB	1	1	1	1	38.3	30.8	24.3	20.6	29.5	1	1	1	1	45.9	37.5	29.0	24.5	35.5
AURORA COLLEGE		IIB	3	3	2		28.7	25.1	23.0	----	25.1	3	3	2		33.6	29.6	26.3	----	29.4
BARAT COLLEGE		IIB			5	5	----	----	15.9	12.0	15.1			5	5	----	----	17.8	13.2	16.9
BLACKBURN COLLEGE		IIB									23.2									27.4
BRADLEY UNIVERSITY		IIA	3	3	3	4	36.0	28.6	24.3	19.0	29.0	4	3	4	4	41.5	33.1	28.0	21.6	33.5
CHICAGO STATE UNIVERSITY	6	IIA	5	5	5	4	30.4	25.4	21.3	18.8	25.7	5	5	5	4	33.9	28.8	24.7	22.2	29.1
CHRIST SEMINARY-SEMINEX		IIC					30.5	----			29.9					35.0	----			34.4
COLLEGE OF DUPAGE		III	1	1*	1	1	37.5	32.7	27.6	21.3	32.8	1	1	1	3	43.4	37.6	31.0	23.0	37.5
COLUMBIA COLLEGE		IIB									28.5									34.6
CONCORDIA COLLEGE		IIC					26.4	23.7	19.1		23.2					32.3	29.1	23.7		28.4
DEPAUL UNIVERSITY		IIA	2	2	1	2	39.5	31.2	26.4	20.8	31.5	2	2	1	2	48.3	38.6	32.5	25.3	38.7
EASTERN ILLINOIS UNIVERSITY		IIA	5	5	5	4	31.4	26.0	21.6	18.2	26.3	5	5	5	5	35.4	29.5	24.6	21.0	29.9
ELMHURST COLLEGE		IIB	2	2	2	2	32.8	26.5	22.4	19.3	25.8	2	2	2	2	41.1	32.6	27.1	22.6	31.7
EUREKA COLLEGE		IIB		5	5		----	19.1	17.1	----	19.1		5	5		----	24.1	21.6	----	24.1
GARRETT-EVANGELCAL THEOL SEM.		IIC					32.5	----	----	----	30.7					38.6	----	----	----	36.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.									8							1	----							----
25.		ALL	52.						1	14	11	1		10	12	4	----	26.6	23.0	----		25.3	23.5	----
15.	50.	30.	3.		4.8	5.0	5.0	----	33	25	16	1	9	12	13	2	34.2	25.5	24.1	----	26.0	22.8	23.1	----
24.	91.	92.	34.		4.4	4.2	5.4	6.1	27	36	26	8	6	16	21	8	37.6	29.3	23.1	21.0	35.6	27.2	22.9	19.3
26.		82.	6.		----	7.4	6.2	10.2	1	6	11	4		5	5	2	----	----	----	----		----	----	----
17.	86.	58.	20.		4.4	4.0	4.8	4.4	21	16	21	5	1	3	9	4	----	----	22.3	----	----	----	22.3	----
26.		82.	44.		----	6.4	7.9	8.8	1	8	9	5	1	3	7	12	----	----	22.5	----	----	----	22.7	----
16.	90.	58.	35.		0.0	0.0	0.0	0.0	10	14	19	16	10	10	18	19	26.7	18.6	16.9	16.0	24.8	21.6	17.0	15.0
24.	ALL	70.	12.						4	14	12	12	5	9	13	18	----	24.5	23.3	22.0	----	25.7	22.5	19.0
25.	ALL								12	4	2		1		1		----	----	----		----		----	
24.	95.	88.	25.		4.1	4.7	5.4	5.6	46	54	18	7	13	23	18	6	32.5	28.1	22.6	22.0	31.5	27.2	22.3	19.2
29.		80.	44.						1	11	18	8		4	9	8	----	----	22.6	18.6		----	22.6	18.8
23.		67.	75.			4.5	4.5	----		5	7	3		1	1			----	----	----		----	----	
15.	96.	66.	1.						158	132	92	3	10	41	34	10	47.0	33.4	29.1	----	41.0	31.2	26.6	----
25.	ALL	93.	47.		5.1	4.8	5.2	6.3	8	6	12	3	1	9	7	7	----	26.3	22.2	----	----	24.8	21.4	----
24.	80.	62.	43.		4.9	4.3	5.6	8.1	23	22	29	6	7	7	25	11	36.1	30.4	25.2	18.3	37.3	28.7	23.5	18.5
27.	ALL	ALL	43.	10.	8.0	7.4	9.1	----	4	8	9	7	5	3	14	3	----	----	24.7	----	----	----	21.0	----
26.	89.	79.	25.		4.5	4.5	4.5	----	27	22	21	3	8	20	27	4	32.0	26.6	21.4	----	32.4	26.1	22.9	----
24.	91.	82.	10.		5.3	4.8	6.7	----	227	147	110	1	3	16	17	2	----	34.5	31.4	----	----	29.6	27.6	----
25.	96.	87.	41.		14.1	11.9	13.4	13.1	66	76	80	14	6	15	65	29	34.7	29.2	23.9	19.0	35.1	27.9	21.4	16.9
26.	90.	94.	38.		6.8	5.5	5.2	7.6	24	25	23	8	5	6	19	1	----	29.2	24.9	----	----	28.9	23.0	----
19.	96.	90.	24.		4.6	5.1	5.6	5.4	240	180	92	10	26	70	80	30	43.9	33.1	27.4	20.8	41.5	30.8	25.4	18.9
26.		88.	11.						2	4	5	7	1	4	4	9	----	----	----	16.4	----	----	----	18.9
18.	86.	33.							7	5	2	4		1	2	2	----	----	----	----		----	----	----
24.	75.	71.	22.		4.7	5.7	6.3	7.7	13	28	37	9	3	23	31	14	----	30.8	26.7	20.9	----	30.2	25.2	20.4
25.		89.	42.		----	5.6	4.8	5.5	5	16	14	8		11	19	14	----	26.9	23.2	18.0		25.7	22.0	17.4
19.	84.	69.	27.						62	38	31	7	6	10	14	11	43.3	32.0	26.7	23.9	36.2	27.6	25.9	17.6
21.	38.	20.							6	13	8	4	2	7	12	4	----	24.3	23.5	----	----	23.8	21.3	----
26.	ALL	89.	26.						9	16	20	1	7	3	14	5	28.4	----	23.0	----	7.9	----	21.6	----
24.	97.	95.	32.		6.5	5.9	5.8	8.3	30	13	16	5	4	7	18	6	----	27.5	24.5	----	----	27.5	24.4	----
20.	ALL	33.	17.		3.7	7.2	7.9		16	6	6		4	3			----	----	----		----	----		
16.	ALL	50.							5	6	6		2		1		----	----	----		----		----	
15.									3	3	1	2	1	1	3	3	----	----	----	----	----	----	----	----
25.	97.	83.	21.		4.4	5.0	4.4	----	31	22	23	4	7	13	19	2	35.0	28.8	24.8	----	34.6	25.9	21.6	----
15.	91.	87.	21.	17.					9	10	9	2	2	5	5	4	----	----	----	----	----	----	----	----
25.		75.	25.						1	8	7	8		4	5	10	----	----	----	19.7		----	----	19.1
19.		70.							4	7	7		1	3	5	2	----	----	----		----	----	----	----
24.	96.	88.	8.						26	30	40	3	2	4	12	2	----	----	25.5	----	----	----	23.4	----
14.																								
11.					----	----	----	----	1	1	1			3	1	1	----	----	----		----	----	----	----
16.	71.	22.							5	4	1	1	2	5	5	1	----	----	----	----	----	----	----	----
14.									2	5	13	1	1		3	2	----	----	----	----	----		----	----
23.	96.	89.	11.		4.4	4.7	5.6	5.6	463	358	255	38	20	59	102	63	45.1	32.3	25.6	19.1	41.2	30.3	24.0	18.5
25.	91.	73.	34.		4.4	5.7	5.7	5.8	53	37	58	6	12	14	29	8	33.8	28.5	24.6	19.4	31.7	28.2	22.6	19.1
24.		33.	20.						1	2	6			4	4	1	----	----	----			----	----	----
19.	ALL	50.			8.6	5.3	4.4	----	5	11	7	1	3	5	1	4	----	----	----	----	----	----	----	----
25.	89.	90.	30.		4.3	5.5	4.9	6.2	62	59	45	14	11	14	22	15	35.1	28.6	23.5	18.2	32.2	26.9	23.3	17.5
18.	73.	42.	27.		8.0	5.3	5.2	4.9	14	5	11	10	1	7	4	3	----	----	----	----	----	----	----	----
17.		50.							4	4	6	4		2	5	2	----	----	----	----		----	----	----
23.					----	10.4	11.3	----	5	7	4	6	1	2	6	6	----	----	----	17.4	----	----	----	11.7
35.	95.	82.	23.	22.					387	205	140	11	30	40	109	34	39.2	29.8	24.6	19.9	35.0	28.9	23.5	19.9
36.	ALL	91.	20.						23	31	31	1	1	2	15	2	----	----	22.4	----	----	----	22.6	----
38.		83.							1	4	2			2			----	----	----			----		
22.	96.	68.	26.		9.0	10.7	10.6	----	107	81	46	2	13	27	28	3	31.3	28.0	24.4	----	30.1	24.3	21.3	----
22.									23	16	24	4	8	12	6	2	26.7	23.8	22.5	----	27.2	23.1	20.5	----
22.	96.	85.	12.	53.	8.7	10.4	12.5	10.8	68	56	51	74	5	22	25	30	----	26.4	23.1	22.3	----	25.5	22.2	18.9
22.	ALL	55.	11.		7.6	8.6	9.4	----	14	15	10	2	1	5	9	2	----	----	20.8	----	----	----	21.3	----
22.	11.				0.6	2.1	----	3.3	26	16	4	6	2		3	6	----	----	----	15.8	----		----	16.2
21.	98.	79.	17.		10.8	10.9	10.8	----	150	90	63	1	11	20	19		35.8	29.3	25.3	----	36.3	27.0	23.9	
6.	67.								4	2	1		2	1	1		----	----	----		----	----	----	
20.	97.	93.	37.		8.3	9.2	9.3	11.2	29	24	24	9	5	6	14	6	----	30.7	24.6	20.6	----	31.0	23.7	20.5
17.	17.				5.1	6.7	7.5		11	18	5	1	1	8	10	1	----	25.6	----	----	----	23.8	----	----
12.			17.		----	----	4.1	----	1	1	4	1	2	2	8	5	----	----	----	----	----	----	----	----
18.																								
15.	98.	80.	31.	8.	3.7	4.7	7.2	6.6	78	72	58	5	4	11	31	8	----	28.8	25.7	----	----	27.2	21.7	----
13.	92.	83.	17.		7.3	11.0	10.7	13.9	80	40	29	12	35	29	37	21	30.7	25.9	21.9	17.0	29.6	24.6	20.8	19.8
15.					2.5	----			11	3							----	----						
14.	ALL	ALL	72.	10.	5.1	6.0	7.5	11.5	72	37	34	3	18	9	24	7	37.6	32.8	27.4	----	37.3	32.5	27.9	----
21.																								
23.	96.	85.	17.						20	19	16		5	7	8		----	24.2	19.5		----	22.4	18.2	
23.	99.	78.	23.	6.	5.5	6.1	8.3	6.7	92	114	44	20	13	37	35	12	39.8	31.8	25.9	21.1	36.9	29.2	27.0	20.2
13.	99.	85.	39.		6.9	8.1	8.8	9.0	173	104	64	25	19	30	43	25	31.5	26.4	22.0	18.4	30.4	24.7	20.9	18.1
23.	ALL	91.	49.		5.7	6.1	6.0	----	25	17	21	3	3	5	26	4	----	----	22.6	----	----	----	22.2	----
26.		50.			0.0	0.0	0.0		2	9	6		3	3	4	2	----	----	----		----	----	----	----
19.	94.				5.5	----	----		16	3		1	2	2	1		----	----			----	----	----	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
ILLINOIS(CONTD)																				
GEORGE WILLIAMS COLLEGE		IIA	5	5	5		30.2	22.1	20.1	----	23.3	5	5	5		36.3	26.5	24.1	----	28.0
GOVERNORS STATE UNIVERSITY		IIA									27.2									30.8
ILLINOIS BENEDICTINE COLLEGE		IIB	2	3	2		31.3	25.7	21.9		26.5	3	3	3		37.0	29.7	24.8		30.7
ILLINOIS CENTRAL COLLEGE		III	2	2	2	2	32.9	28.7	23.8	20.9	28.3	3	3	3	2	37.7	33.0	27.7	24.4	32.6
ILLINOIS COLLEGE		IIB	3	1	4	4	30.7	28.7	18.9	16.9	26.1	3	2	5	4	34.9	32.8	21.5	18.5	29.7
ILLINOIS COLL.OF OPTOMETRY		IIC					----	33.6	26.5	----	29.9					----	41.6	32.5	----	36.7
ILLINOIS INST TECHNOLOGY		I		2	2	2	3	45.1	33.3	27.8	20.0	34.8	2	2	3	4	54.0	40.5	32.3	23.5	41.6
ILLINOIS STATE UNIVERSITY		I		5	5	5	4	35.5	28.6	23.6	18.9	28.6	5	5	5	5	40.0	32.4	26.8	21.7	32.4
ILLINOIS WESLEYAN UNIVERSITY		IIB	2	2	2	2	33.9	26.0	21.9	19.4	25.8	1	1	2	2	43.1	34.5	27.6	23.6	33.1
JUDSON COLLEGE		IIB	4	4	5		25.2	23.1	18.6		22.0	4	4	4		30.7	28.3	22.9		26.9
KANKAKEE COMMUNITY COLLEGE		III					----				21.2					----				23.9
KENDALL COLLEGE		IIB				5	----	----	15.5	----	14.8				5	----	----	17.5	----	16.7
KNOX COLLEGE		IIB	2	2	3		33.8	26.9	20.5	----	27.2	2	1	3		43.0	36.3	24.5	----	34.7
LAKE FOREST COLLEGE		IIB	1	1*	1	1	37.6	31.5	23.7	21.2	30.2	1*	1*	1	1	50.9	40.9	28.8	26.0	39.1
LEWIS AND CLARK COMM.COLLEGE		III	2	2	2	1	30.8	27.1	23.7	21.4	25.6	3	3	3	2	35.9	31.7	27.8	25.2	30.0
LEWIS UNIVERSITY		IIA	5	5	5	4	26.4	23.6	20.6	17.9	23.0	5	5	5	4	31.4	28.2	24.0	21.5	27.3
LINCOLN CHRISTIAN COLLEGE		IIC					19.7	----	16.4	----	18.0					21.2	----	17.5	----	19.3
LOYOLA UNIV OF CHICAGO		I		3	2	2	1	42.1	33.2	26.8	23.8	33.1	3	2	3	1	50.7	40.8	32.0	28.6	40.0
LUTH SCH THEOLOGY CHICAGO		IIC					33.4	----	----	----	32.5					41.9	----	----	----	40.9
MCCORMICK THEOLOGICAL SEM.		IIC					32.4	----	----	----	29.5					40.7	----	----	----	37.2
MCKENDREE COLLEGE		IIB	3	3	2	1	28.0	23.7	22.6	21.5	23.7	3	4	2	1	34.0	27.7	26.5	25.1	27.9
MACMURRAY COLLEGE		IIB	4	4	3		27.7	23.1	20.1	----	22.8	4	4	4		33.0	27.0	22.6	----	26.4
MILLIKIN UNIVERSITY		IIB	2	2	2	2	34.3	27.2	23.2	18.5	25.8	2	2	2	3	40.8	32.7	27.9	21.6	30.9
MONMOUTH COLLEGE		IIB	3	2	3	1	30.5	26.9	21.5	20.0	25.4	2	2	3	2	38.9	34.1	25.7	24.0	31.5
NATL COLL OF CHIROPRACTIC		IIC					28.9	24.7	21.5	18.0	21.8					34.8	29.4	25.2	20.6	25.6
NATIONAL COLLEGE OF EDUC.		IIA									23.5									27.3
NORTH CENTRAL COLLEGE		IIB	2	1	2	1	33.1	28.5	22.8	20.2	25.7	2	2	2	2	38.9	33.6	26.1	23.1	29.9
NORTH PARK COLLEGE		IIB	3	3	3	3	29.2	24.9	20.8	18.0	23.7	3	3	3	4	36.6	30.4	24.5	20.3	28.5
NORTHEASTERN ILLINOIS UNIV.		IIA	5	5	4	2	30.9	25.9	23.1	21.0	27.0	5	5	5	3	34.8	29.3	26.3	24.0	30.6
NORTHERN ILLINOIS UNIVERSITY	12	I	5	4	5	5	37.6	29.8	24.2	16.3	29.1	5	5	5	5	42.3	33.7	27.6	18.9	32.9
NORTHWESTERN UNIVERSITY		I	1	2	1		49.6	33.0	29.7	----	41.1	1	2	1		61.1	41.0	35.5	----	50.4
OAKTON COMMUNITY COLLEGE		III	1	1	1	1	34.4	31.1	26.7	23.1	31.2	2	2	1	1	40.0	36.3	31.5	27.5	36.5
OLIVET NAZARENE COLLEGE		IIB	5	4	4	4	24.5	22.1	19.0	16.9	20.9	4	3	4	3	31.4	28.8	23.4	20.9	26.4
SAINT LOUIS U-PARKS C		IIC					30.4	23.7	20.4	19.8	23.7					35.7	27.7	23.3	22.5	27.5
PRINCIPIA COLLEGE		IIB	2	2	2		32.3	27.0	22.1	----	27.9	2	2	1		37.6	34.4	28.8	----	34.0
QUINCY COLLEGE		IIB	4	3	4	3	27.7	24.1	19.9	17.8	23.2	4	4	4	3	31.5	28.0	23.3	20.4	26.9
RICHLAND COMMUNITY COLLEGE		III	4	4	2		27.5	24.4	23.7	----	24.4	4	4	2		33.0	29.4	28.7	----	29.4
ROCKFORD COLLEGE		IIB	3	3	3		30.1	24.6	21.4	----	25.5	3	3	3		35.6	29.1	25.3	----	30.2
ROOSEVELT UNIVERSITY		IIA	5	5	4		29.6	24.7	22.5	----	25.8	5	5	4		37.6	31.2	28.0	----	32.5
ROSARY COLLEGE		IIA		5	5		----	25.5	21.9	----	24.1		5	5		----	30.4	26.0	----	28.6
SAINT MARY OF THE LAKE SEM		IIC					8.6	----	----	6.4	7.9					8.9	----	----	6.6	8.2
SAINT XAVIER COLLEGE		IIB	2	2	3	2	31.5	26.2	21.6	19.1	24.2	3	2	2	1	36.7	31.3	26.8	24.2	29.3
SANGAMON STATE UNIVERSITY		IIA	3	3	2		35.3	29.7	25.2		29.5	4	4	3		39.7	33.6	28.7		33.3
SAUK VALLEY COLLEGE	4	III	4	3	4		27.5	25.4	20.8	----	24.0	4	4	4		33.0	30.7	25.6	----	29.1
SCH ART INSTITUTE CHICAGO		IIC					30.7	25.7	22.4		25.1					39.7	33.2	29.0		31.9
SEABURY-WESTERN THEOL SEM		IIC					17.4	----		----	16.8					33.2	----		----	31.1
SOUTHERN ILL.UNIV-CARBONDALE		I	5	5	5	2	36.8	28.4	24.0	21.1	28.3	5	5	5	3	41.3	32.2	27.3	24.1	32.0
STHN ILLINOIS U EDWARDSVL		IIA	3	3	2	3	34.3	28.9	25.4	19.3	29.7	4	4	3	4	38.6	32.7	28.9	22.2	33.6
SPERTUS COLLEGE JUDAICA		IIC					32.0	----	----		29.9					38.8	----	----		36.3
TRINITY CHRISTIAN COLLEGE		IIB	3			1	2	29.3	----	24.2	19.2	24.6	3		2	2	33.7	----	27.8	22.3	28.3
TRINITY COLLEGE		IIB			4			----	21.5	----	----	20.7		5			----	24.8	----	----	23.9
UNIVERSITY OF CHICAGO		I		1	1	1	2	53.4	35.2	29.6	21.9	43.8	1	1	1	1	63.2	42.9	36.7	28.1	52.5
UNIV ILLINOIS-URBANA CAMPUS		I		2	2	1		47.0	32.8	29.0	----	39.0	3	4	2		52.8	37.2	33.0	----	44.0
UNIV ILLINOIS-CHICAGO CAMPUS		I		3	3	2	3	44.2	31.9	27.0	20.2	33.2	3	4	4	4	49.7	36.1	30.7	23.2	37.6
WESTERN ILLINOIS UNIVERSITY		IIA	4	1	3	5	32.2	32.9	24.0	16.3	28.4	5	2	4	5	36.2	36.6	27.3	18.8	31.9
WHEATON COLLEGE		IIA	4	4	5		31.7	26.8	21.9	----	27.4	4	4	5		38.8	32.2	25.9	----	33.0
WM RAINEY HARPER COLLEGE		III	1*	1*	1*	1	41.3	35.0	28.5	23.6	33.3	1	1	1	1	46.9	39.9	32.7	27.3	38.0
INDIANA																				
BALL STATE UNIVERSITY		I		5	5	5	5	34.0	27.6	22.6	15.8	27.4	5	5	5	5	41.7	34.2	28.1	19.4	33.8
BUTLER UNIVERSITY	4	IIA	4	4	5	3	32.3	27.3	22.1	19.6	26.9	4	4	5	3	38.9	32.0	25.9	23.8	32.0
DEPAUW UNIVERSITY		IIB	1	1	1		38.0	30.6	23.7		30.5	1	1*	1*		48.0	39.3	30.7		39.0
EARLHAM COLLEGE		IIB	2	3	3		32.1	24.4	20.5		26.7	1	3	3		43.1	30.7	25.3		34.7
FORT WAYNE BIBLE COLLEGE		IIC					----	19.4	17.1		18.6					----	22.1	19.2		21.0
FRANKLIN COLLEGE OF INDIANA		IIB	5	5	3		23.5	19.7	20.3	----	21.4	5	5	4		27.9	23.5	24.0	----	25.3
GOSHEN BIBLICAL SEMINARY		IIC					----	----			----					----	----			----
GOSHEN COLLEGE	16	IIB	5	5	5		23.4	20.4	17.5		21.4	4	4	4		30.8	25.9	22.7		27.7
HANOVER COLLEGE		IIB	1	2	4	2	35.5	26.3	20.0	18.5	26.6	1	2	4	3	43.3	31.8	23.3	20.6	31.8
HUNTINGTON COLLEGE		IIB	4	4	5		25.6	22.0	17.5	----	20.4	4	4	5		30.6	28.1	21.3	----	25.2
INDIANA CENTRAL UNIVERSITY		IIA	5	5	5	4	30.3	25.2	21.3	18.9	23.7	4	5	5	4	37.9	31.7	26.2	21.5	29.3
INDIANA STATE UNIV-TERRE HTE	2	IIA	4	4	5	5	33.3	26.6	21.9	17.0	27.6	3	4	4	5	42.0	33.5	27.1	19.8	34.6
INDIANA ST.UNIV.EVANSVILLE		IIB	2	2	1	3	32.6	26.6	23.5	18.3	26.3	2	2	1	2	41.0	33.8	28.8	22.8	33.0
INDIANA UNIV-BLOOMINGTON		I	4	4	4		40.6	29.7	25.3	----	33.7	3	3	3		51.3	38.1	32.6	----	42.9
INDIANA UNIV-EAST		III		4	5		----	24.7	18.5		21.4		3	5		----	31.8	24.1		27.7
IND-PURDUE U FORT WAYNE	026	IIA	3	4	4	5	34.8	28.2	22.8	16.6	26.2	3	3	4	5	43.2	35.3	28.6	21.2	32.8
INDIANA UNIV-INDIANAPOLIS		IIA	2	3	4		38.0	28.4	23.0	----	28.1	2	2	3		48.2	36.5	29.8	----	36.0
INDIANA UNIV AT KOKOMO		IIB	2	2	3		31.0	26.8	21.7		25.8	2	1	2		39.7	34.5	28.1		33.2
INDIANA UNIV-NORTHWEST		IIA	2	3	4		38.5	29.5	22.6	----	27.5	2	2	3		48.8	37.9	29.2	----	35.3
INDIANA UNIV AT SOUTH BEND		IIA	3	4	4		34.9	28.1	22.9	----	28.1	2	3	3		44.5	36.0	29.6	----	36.1
INDIANA UNIV-SOUTHEAST		IIB	2	3	4		32.4	25.5	19.5		25.5	2	2	3		41.4	32.8	25.4		32.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	ALL	61.	28.						10	12	11		4	6	7	2	----	22.3	19.6		----	21.7	20.8	----
13.																								
16.	96.	43.			5.0	5.6	4.8		19	12	20		7	9	4		31.3	26.0	----		31.3	25.4	----	
15.	99.	97.	97.	38.					57	51	22	11	11	27	17	13	33.2	28.5	24.9	21.0	31.5	29.1	22.4	20.8
14.	ALL	91.			6.0	6.7	7.0	----	15	10	5	2	2	1	2	4	----	----	----	----	----	----	----	----
23.		75.			----	3.2	4.3		3	7	14	1		1	6		----	----	26.5	----		----	26.8	
20.	99.	85.			1.6	0.8	2.2	4.2	82	85	51	14	1	12	8	5	----	33.4	27.9	----	----	32.8	27.0	----
13.	96.	85.	27.		7.4	8.2	8.1	6.2	226	156	157	21	34	50	72	30	35.7	28.8	24.1	20.3	34.4	28.2	22.4	17.9
28.	90.	97.	33.		5.4	4.6	5.9	6.0	28	27	24	2	1	10	22	7	----	26.6	22.5	----	----	24.4	21.3	----
22.	ALL	71.			----	12.4	9.3		6	6	5		1	1	4		----	----	----		----	----	----	
13.									3								----							
13.									2	2	4	1		1	9	3	----	----	----	----		----	----	----
28.	ALL	ALL			4.4	5.1	6.8	----	25	19	16	2		4	6		----	----	21.1	----		----	18.8	
30.	96.	ALL			5.0	6.1	6.8	----	25	14	12	2	3	3	11	6	----	----	24.1	----	----	----	23.3	----
17.	ALL	97.	92.	63.					8	20	13	7	6	9	12	9	30.7	29.8	24.7	21.7	30.9	21.1	22.6	21.2
19.	ALL	50.	6.		8.1	9.8	9.1	10.0	26	17	10	9	4	9	8	6	----	23.6	21.0	17.7	----	23.7	20.1	18.2
7.	ALL		63.						- 8	3	5		1		3	1	----	----	----		----	----	----	
21.	97.	75.	27.	15.	7.3	7.9	8.1	8.5	129	158	111	10	14	70	71	10	42.5	33.9	27.7	24.6	37.8	31.7	25.5	23.1
26.									12	2	1	1		1	1		----	----	----	----		----	----	
26.	ALL								13	2	2	1	1		2		----	----	----	----	----		----	
18.	ALL	67.	13.		9.3	10.1	12.6	----	6	8	9	3	1	1	7	3	----	----	22.2	----	----	----	23.2	----
16.	ALL	77.	11.		5.3	6.0	6.3	----	11	12	10	1	2	1	8	3	----	----	19.0	----	----	----	21.5	----
20.	95.	77.	33.		10.2	10.3	10.6	10.2	21	21	22	7		5	11	7	----	----	23.9	18.6		----	21.9	18.3
24.	ALL	ALL	11.		10.5	13.5	10.2	----	16	10	15	3	1	2	4	3	----	----	----	----	----	----	----	----
17.	86.	25.	14.		10.2	6.8	5.4	7.0	7	6	13	13		2	1	5	----	----	----	----		----	----	----
16.																								
16.	93.	67.	15.		6.6	6.8	7.0	5.3	13	11	20	6	2	4	13	4	----	----	22.1	----	----	----	23.9	----
21.	ALL	95.	27.		7.7	6.9	6.6	6.1	21	14	5	7	1	5	17	6	----	----	----	18.1	----	----	----	18.0
13.	99.	88.	51.		6.9	7.6	7.9	8.0	115	56	47	1	42	33	37	6	31.2	26.2	23.4	----	30.1	25.4	22.8	----
13.	95.	87.	25.		8.0	8.3	8.7	6.7	301	221	145	47	35	59	81	80	37.8	30.3	24.8	17.6	35.9	28.0	23.3	15.6
23.	98.	78.	4.						389	156	136	2	27	40	38	1	49.9	33.6	30.7	----	46.6	30.8	26.3	----
17.	98.	ALL	87.	60.					39	25	5	6	22	20	18	4	35.2	31.9	----	----	33.1	30.0	----	----
26.	91.	78.	28.						22	10	21	4		8	19	2	----	22.8	19.1	----		21.3	19.0	----
16.	ALL	39.	19.						12	17	15	5		1	1	2	----	----	----	----		----	----	----
22.	71.	33.	13.		6.8	7.1	7.8	----	18	13	4	2	3	5	4	1	----	----	----	----	----	----	----	----
16.	ALL	83.	13.		3.6	4.5	6.5	5.8	13	26	13	5		9	2	2	----	24.2	----	----		23.9	----	----
21.	ALL	94.	90.						7	11	8	5	3	5	2		----	----	----	----	----	----	----	
18.	81.	75.	5.		7.4	7.8	7.4	----	24	18	13	2	2	6	7		----	24.4	22.2	----	----	25.3	20.0	
26.	92.	57.	13.		7.1	7.6	7.4	----	52	38	28	1	10	13	17	3	30.1	25.6	23.2	----	26.6	21.9	21.4	----
19.		85.	59.						1	11	10	1	1	15	7	1	----	27.2	22.8	----	----	24.2	20.6	----
3.									7		1	6	1	1			----		----	----	----	----		
21.	ALL	76.	3.		5.9	5.5	6.1	5.8	6	25	7	5	7	24	23	15	31.6	26.5	21.5	----	31.4	26.0	21.6	----
13.	90.	68.	16.		6.4	7.5	6.9		27	58	27		3	14	18		----	29.8	26.3		----	29.3	23.7	
21.	ALL	ALL	81.		3.0	2.9	2.6	----	10	15	8	1	3	3	8	2	----	----	22.0	----	----	----	19.6	----
27.	ALL	ALL			4.5	4.5	10.8		14	19	4		2	8	9		----	25.5	----		----	26.2	----	
85.					2.3	----		----	6	2						1	----	----						
13.	97.	91.	27.	22.	6.3	7.0	7.8	6.6	259	230	237	45	16	36	85	20	37.0	28.7	24.6	22.0	33.9	27.1	22.5	19.0
13.	98.	88.	45.	18.	6.2	7.1	7.1	8.9	202	111	45	21	22	33	32	28	34.5	29.5	26.7	20.7	32.7	26.9	23.7	18.2
21.	ALL				4.0	----	----		6					1	1		----					----	----	
15.	86.								6	3	5	6	1	1	5	1	----	----	----	----	----	----	----	----
16.					----	3.3	----	----	4	5	5	2		2		2	----	----	----	----	----	----	----	----
20.	99.	78.							399	148	110	15	22	38	29	6	53.8	35.2	29.9	24.0	46.4	35.1	28.5	16.6
13.	ALL	98.	8.		7.5	7.7	8.4	12.2	978	476	341	4	58	85	102	1	47.4	33.4	29.8	----	41.1	29.8	26.5	----
13.	99.	98.	15.	37.	6.5	6.7	7.4	5.9	317	312	231	13	50	101	133	30	44.5	32.4	28.1	21.4	42.0	30.2	25.1	19.6
13.	ALL	93.	36.		7.0	7.8	7.8	5.8	199	145	101	35	31	39	39	35	32.6	34.6	24.4	17.0	29.3	26.5	22.8	15.6
21.	89.	52.			9	10.2	11.4		56	40	24	1	8	10	14		31.7	26.9	22.1	----	31.7	26.4	21.7	
14.	ALL	ALL	87.	50.					36	47	25	11	8	33	20	17	41.6	35.4	28.6	24.4	40.2	34.4	28.4	23.2
23.	99.	81.	43.	12.	5.5	6.7	6.9	7.6	295	133	135	27	57	38	100	75	34.1	27.6	23.4	16.1	33.2	27.4	21.6	15.6
19.	ALL	87.	38.	10.	6.2	6.9	4.3	6.7	48	36	26	3	6	9	22	7	32.2	27.9	22.3	----	32.8	25.0	21.8	----
28.	ALL	ALL	15.		6.5	6.6	7.8		46	31	33		2	9	21		----	31.0	23.9		----	29.2	23.5	
30.	95.	79.	11.		6.5	6.2	7.5		34	9	15		3	5	12		----	----	21.1		----	----	19.7	
13.		78.	18.		----	4.7	6.1	----	2	5	8			4	3		----	----	----		----	----	----	
19.	ALL	ALL			9.3	9.2	8.6	----	13	6	11	2	5	1	7		----	----	21.6	----	----	----	18.2	
---									4	1							----	----						
30.	95.	41.	8.		5.5	6.0	6.4		31	18	6		7	14	6		23.4	21.1	18.2		23.4	19.4	16.9	
20.	ALL	82.	5.		6.2	6.4	7.5	8.8	20	20	14	5	2	2	5	3	----	----	----	----	----	----	----	----
23.	ALL	ALL	30.		----	10.3	9.6	----	5	10	5	1	1	1	5	2	----	----	----	----	----	----	----	----
24.	ALL	45.	3.		8.1	8.3	8.0	----	12	16	18	4	4	13	22	7	----	26.0	21.2	----	----	24.1	21.4	----
25.	98.	86.	47.	5.	5.4	5.9	5.9	6.0	246	102	110	16	43	41	67	28	33.5	27.0	22.5	18.6	32.2	25.5	21.0	16.1
25.	ALL	96.	42.		5.1	5.6	5.7	5.6	24	23	27	8	6	4	4	5	32.8	----	----	----	31.7	----	----	----
27.	96.	77.	4.		6.6	6.7	7.4	----	556	254	140	4	44	74	82	1	40.9	30.3	26.4	----	37.2	27.7	23.5	----
29.		67.			----	4.1	4.5		2	6	3			3	6		----	----	----			----	----	
25.	98.	95.	25.		5.1	5.1	5.1	5.1	38	80	71	5	4	22	36	10	----	28.7	23.7	----	----	26.4	21.0	----
28.	96.	83.	23.		5.6	6.0	6.9	----	127	148	95	1	20	68	99	4	38.4	29.5	25.0	----	35.2	26.1	21.2	----
29.	ALL	85.	8.		----	4.2	4.2		6	19	6		1	8	6		----	27.0	23.7		----	26.3	19.7	
28.	ALL	80.	2.		5.3	5.9	6.7	----	17	39	22	2	2	10	19	1	----	30.1	22.5	----	----	27.5	22.7	----
28.	97.	90.	23.		4.1	4.0	7.5	----	27	56	17		2	12	9	3	----	28.5	22.4		----	26.0	23.8	----
29.	96.	75.	6.		4.8	5.1	5.6		21	25	9		5	11	8		----	25.9	20.1		----	24.6	18.8	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
I N D I A N A (CONTD)																				
MANCHESTER COLLEGE		IIB	3	3	4		28.3	23.7	19.9	----	24.0	3	3	4		35.3	28.9	23.5	----	29.2
MARIAN COLLEGE		IIB	4	4	3	3	26.7	22.7	20.3	17.7	21.4	4	4	3	3	32.6	27.4	24.5	21.5	26.0
MARION COLLEGE		IIB	5	5	5	5	23.6	19.5	16.0	13.0	18.1	5	5	5	5	28.6	23.5	18.9	15.2	21.6
PURDUE UNIVERSITY-MAIN CPS	26	I	2	3	2	4	45.2	32.1	26.8	19.2	35.1	2	2	2	3	55.2	39.9	33.5	24.3	43.3
PURDUE UNIVERSITY-CALUMET	26	IIA	2	3	3	5	37.2	29.0	24.1	16.2	27.5	2	3	3	5	46.0	36.1	30.2	20.6	34.4
PURDUE UNIVERSITY-NO.CENTRAL	26	III	2	2	3		32.7	28.3	22.7	----	25.8	1	2	3		42.4	35.3	28.5	----	32.5
ROSE-HULMAN INST OF TECHN		IIC					39.6	33.2	26.3		34.8					51.2	41.8	33.3		44.4
SAINT JOSEPH'S COLLEGE		IIB	4	3	3		26.1	23.7	21.5	----	23.5	4	3	2		32.4	29.6	27.1	----	29.4
SAINT MARY'S COLLEGE		IIB	1	1	2	2	37.6	30.2	23.0	19.8	26.9	1	1	1	2	46.6	37.8	28.8	23.8	33.5
SOUTHWESTERN COLLEGE		IIB	5	5	5		22.3	19.9	18.1	----	19.8	5	5	5		25.9	23.2	21.2	----	23.1
TAYLOR UNIVERSITY		IIB	3	3	3		29.6	24.1	21.2	----	25.0	2	3	2		37.7	30.6	28.2	----	32.1
TRI-STATE UNIVERSITY		IIB	3	3	2		29.9	24.5	22.0	----	24.9	3	3	2		35.9	30.0	26.5	----	30.3
UNIVERSITY OF EVANSVILLE	4	IIA	4	4	4	4	31.7	27.2	23.1	18.9	26.9	4	4	4	5	38.9	32.9	27.1	21.2	32.3
UNIVERSITY OF NOTRE DAME		I	1	1	1	1*	48.0	36.4	29.5	26.0	38.8	1	1	1	1	59.4	44.8	35.2	29.5	47.5
VALPARAISO UNIVERSITY		IIA	3	4	5	5	35.0	27.3	21.4	17.6	27.1	3	4	5	5	42.6	32.3	25.4	19.9	32.4
VINCENNES UNIVERSITY		III	3	4	4	3	25.2	24.0	20.6	18.0	22.8	3	4	4	4	36.6	30.3	25.4	22.2	28.5
WABASH COLLEGE		IIB	1	1	1		40.2	31.3	23.8	----	32.0	1	1	1		50.4	39.0	29.1	----	39.8
WAYNESBURG COLLEGE		IIB	5	5	5		23.0	20.1	18.1	----	21.0	5	5	4		29.2	24.7	22.7	----	26.4
I O W A																				
BRIAR CLIFF COLLEGE		IIB	4	3	3	5	27.6	24.5	21.0	9.4	20.0	4	3	3	5	32.4	28.5	24.3	11.9	23.4
BUENA VISTA COLLEGE		IIB	2	2	1		33.3	27.3	24.2	----	27.2	2	2	2		39.3	31.5	28.0	----	31.5
CENTRAL UNIVERSITY OF IOWA		IIB	2	2	2	2	31.2	27.5	22.8	19.4	26.0	2	2	2	3	39.5	33.6	26.9	21.9	31.7
CLARKE COLLEGE		IIB		3	5	3	----	24.1	20.5	17.5	20.3		3	4	3	----	29.1	22.1	20.5	24.0
COE COLLEGE		IIB	2	3	3		31.9	24.7	20.5	----	25.5	2	3	3		38.1	29.6	24.6	----	30.6
CORNELL COLLEGE		IIB	2	2	2		32.5	26.7	22.1	----	27.5	2	2	2		40.8	32.4	26.6	----	33.9
DIVINE WORD COLLEGE		IIB						----	----		18.0						----	----		21.8
DORDT COLLEGE		IIB	3	3	2	1	28.1	25.3	22.1	20.8	24.7	2	2	1	1*	37.4	33.5	29.0	27.4	32.7
DRAKE UNIVERSITY		IIA	4	5	4	3	32.3	26.2	22.4	19.3	27.5	4	5	5	4	38.6	31.3	26.2	22.2	32.7
FAITH BAPT BIBLE COLLEGE		IIC					----	----	----	----	17.8					----	----	----	----	20.6
GRACELAND COLLEGE		IIB	5	5	5		23.6	20.5	18.0	----	20.8	5	5	5		27.4	24.5	21.6	----	24.6
GRAND VIEW COLLEGE		IIB	4	4	4		26.1	22.9	19.0	----	21.8	4	3	4		30.8	29.2	23.8	----	26.9
GRINNELL COLLEGE		IIB	1	2	2		40.0	28.1	22.3	----	30.6	1	2	2		49.2	34.2	27.2	----	37.4
IOWA CENTRAL COMMUNITY COLL.		III		4	1	1	----	24.4	24.6	21.9	22.9		5	2	2	----	28.5	28.7	25.6	26.7
IOWA STATE UNIVERSITY		I	3	3	3	5	41.1	31.5	25.8	17.5	32.1	3	3	3	5	50.1	38.7	31.9	22.0	39.3
IOWA WESLEYAN COLLEGE		IIB	5	5	5	5	19.7	16.7	15.5	14.2	16.7	5	5	5	5	23.0	19.6	18.3	16.8	19.6
IOWA WESTERN CMTY COLLEGE		III	4	5	5	4	26.9	23.1	19.4	17.5	20.7	5	5	5	4	31.5	27.3	23.0	20.7	24.4
LORAS COLLEGE		IIB	3	4	3	3	29.5	23.6	20.1	17.5	23.9	3	4	4	4	36.9	28.3	23.7	19.9	28.9
LUTHER COLLEGE		IIB	2	3	2	2	31.0	25.1	22.0	19.4	25.7	2	2	2	2	39.4	31.7	27.2	23.0	32.2
MARYCREST COLLEGE		IIB		4	4		----	22.4	20.0	----	20.8		4	4		----	26.2	23.3	----	24.2
MORNINGSIDE COLLEGE		IIB	4	4	4	4	26.8	21.5	18.9	17.0	21.1	4	4	4	4	32.9	26.3	22.4	19.7	25.5
MOUNT MERCY COLLEGE		IIB		4	3	4	----	22.7	21.0	17.0	20.6		4	3	4	----	26.3	24.1	19.3	23.6
NORTHWESTERN COLLEGE		IIB	4	3	3		27.0	24.1	21.1	----	23.2	4	3	3		32.6	29.9	25.2	----	28.1
PALMER C OF CHIROPRACTIC		IIC					35.4	25.9	21.8	18.7	24.3					42.9	31.0	26.3	22.7	29.3
ST. AMBROSE COLLEGE		IIB	3	2	1	1	30.9	27.2	23.7	21.9	25.9	3	2	1	1	37.2	33.0	29.0	25.3	31.4
SIMPSON COLLEGE		IIB	3	3	2	2	28.3	24.4	21.8	19.5	24.3	3	3	3	3	34.3	29.4	25.9	22.8	29.2
UNIVERSITY OF DUBUQUE		IIB	4	3	2	3	27.2	24.3	22.1	18.4	23.7	4	3	2	3	31.4	28.8	26.1	21.6	27.9
UNIVERSITY OF IOWA		I	3	3	2		43.5	32.6	27.5	----	36.3	3	3	2		52.4	39.7	33.7	----	44.0
UNIV OF NORTHERN IOWA		IIA	3	3	3	3	34.8	28.7	24.1	19.6	27.4	3	3	3	3	42.6	35.2	29.5	23.4	33.5
UNIV. OF OSTEO.MED.& HLTH SC		IIC					61.4	37.1	45.8	20.1	41.4					67.5	42.2	51.3	23.5	46.7
VENNARD COLLEGE		IIB					----	----	----		15.5					----	----	----		18.8
WALDORF COLLEGE		III		5	4	4	----	22.2	20.2	16.5	20.5		5	5	5	----	26.6	24.3	20.1	24.7
WARTBURG COLLEGE		IIB	3	3	3		28.4	24.8	20.5	----	24.1	3	3	3		34.9	30.9	26.0	----	30.1
WARTBURG THEOL.SEMINARY		IIC					27.1	----	----		25.6					32.5	----	----		30.8
WESTMAR COLLEGE		IIB	5		5	3	23.1	----	17.5	18.3	19.8	5		5	3	27.5	----	20.4	21.7	23.9
WILLIAM PENN COLLEGE		IIB	5	5	5	5	20.6	18.7	17.8	9.3	16.9	5	5	5	5	27.0	24.0	21.7	12.8	21.7
K A N S A S																				
BAKER UNIVERSITY		IIB	5	5	5		24.2	19.6	17.6	----	19.6	5	5	5		28.7	22.6	20.3	----	22.8
BENEDICTINE COLLEGE		IIB	4	4	5	3	25.4	21.2	18.0	17.5	20.5	5	5	5	4	27.4	24.9	19.6	19.1	22.7
BETHANY COLLEGE		IIB	4	4	4		27.6	22.9	18.9	----	22.3	3	4	4		34.0	28.2	23.2	----	27.5
BETHEL COLLEGE		IIB	5	5	5		22.4	20.8	17.5	----	20.1	4	4	5		29.8	25.4	21.1	----	25.1
CENTRAL BAPTIST THEOL SEM		IIC					----	----	----		27.4					----	----			34.2
EMPORIA STATE UNIVERSITY		IIA	5	4	3		31.2	26.8	24.2	----	27.4	5	5	4		36.4	31.5	28.6	----	32.2
FORT HAYS STATE UNIVERSITY		IIA	4	4	4	3	31.6	26.4	22.9	19.8	26.2	5	5	4	4	37.3	31.3	27.0	22.9	30.9
FRIENDS BIBLE COLLEGE		IIC					----		16.4	----	16.6					----		19.1	----	19.1
KANSAS NEWMAN COLLEGE		IIB		5	5	5	----	18.0	16.5	15.4	17.0		5	5	5	----	20.1	17.7	17.3	18.7
KANSAS STATE UNIVERSITY		I	4	5	5	3	37.9	28.9	24.3	19.8	30.7	5	5	5	4	44.2	34.0	28.9	23.6	36.0
KANSAS TECHNICAL INSTITUTE	4	III	2	1			----	27.9	24.6	----	25.3		3	3		----	32.2	28.5	----	29.2
KANSAS WESLEYAN		IIB	5	5	5		20.3	16.1	9.8		15.0	5	5	5		23.9	19.1	12.3		18.0
MCPHERSON COLLEGE		IIB	4	5	5		24.6	19.6	18.1		20.4	4	5	4		30.0	24.2	22.5		25.1
MANHATTAN CHRISTIAN COLLEGE		IIC					----	----	----		16.1					----	----	----		19.8
MARYMOUNT COLLEGE OF KANSAS		IIB		5	5	5	----	18.4	15.8	13.2	16.6		5	5	5	----	20.6	17.7	14.6	18.6
MID-AMERICA NAZARENE COLLEGE		IIB	5	4	5	4	24.0	21.1	18.5	15.9	20.6	5	4	4	4	28.8	25.5	22.5	19.6	24.9
OTTAWA UNIVERSITY		IIB	5		5		23.5	----	18.0	----	20.6	5		5		28.0	----	20.4	----	24.1
PITTSBURG STATE UNIV		IIA	4	4	3	3	31.9	27.5	24.4	19.4	28.1	5	4	4	4	37.1	32.1	28.6	22.9	32.7
SAINT JOHN'S COLLEGE		IIB		5	5		----	19.6	17.9	----	18.3		5	4		----	23.4	22.6	----	23.1
SAINT MARY COLLEGE		IIB	5	5	5	5	21.8	20.6	17.6	14.6	18.5	5	5	5	5	23.5	23.3	19.2	15.9	20.3
SAINT MARY PLAINS COLLEGE		IIB		5	5	5	----	20.0	16.4	15.0	17.4		4	4	4	----	26.4	21.9	20.0	23.0
STERLING COLLEGE		IIB		5	5		----	18.0	14.5	----	16.2		5	5		----	24.1	18.8	----	21.5
TABOR COLLEGE		IIB	5		5		22.8	----	17.7	----	18.9	5		5		28.2	----	21.6	----	23.1

(6)	(7)	(8)	(9)	(10)
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY	PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)	NUMBER OF FULL-TIME FACULTY	AVERAGE SALARY BY RANK AND BY SEX
			MEN / WOMEN	MEN / WOMEN
	PR AO AI IN	PR AO AI IN	PR AO AI IN PR AO AI IN	PR AO AI IN PR AO AI IN
22.	ALL 74. 9.	6.1 6.4 7.3 ----	24 16 16 2 2 3 6 1	---- ---- 20.0 ---- ---- ---- 19.5 ----
21.	ALL 80. 17.		6 8 8 1 2 2 4 10	---- ---- ---- ---- ---- ---- ---- ----
20.	85. 44.	8.7 8.9 9.0 ----	10 11 14 1 3 7 17 5	---- 19.8 16.1 ---- ---- 19.0 15.8 ----
23.	98. 90. 11. 4.	6.4 6.4 6.4 6.4	534 354 288 44 23 64 95 30	45.5 32.6 27.6 20.9 38.0 29.3 24.4 16.6
25.	ALL 88. 27.	5.8 5.8 5.8 5.8	32 68 41 8 5 26 32 13	---- 29.9 25.6 18.7 ---- 26.6 22.0 14.6
28.	ALL 96. 35.	5.5 5.5 5.5 ----	7 18 12 6 11 4	---- 28.8 24.3 26.8 20.9 ----
28.	90. 77.	6.7 8.6 7.6	39 29 15 1 2	---- ---- ---- ---- ----
25.	ALL ALL 36.		13 7 10 3 3 4	---- ---- ---- ---- ---- ----
25.	89. 79. 28. 14.	6.7 8.4 8.1 ----	10 18 31 3 8 10 30 4	39.2 30.7 23.3 ---- 35.7 29.3 22.6 ----
17.	86. 79.	0.0 0.0 0.0 ----	13 12 10 2 1 2 5 1	---- ---- ---- ---- ---- ---- ---- ----
29.	96. 90. 14.	12.4 5.2 6.0 ----	23 25 17 1 3 4 4 1	---- ---- ---- ---- ---- ---- ---- ----
21.	74. 53. 21.	11.2 9.0 9.5 ----	18 29 17 2 1 3 2 1	---- ---- ---- ---- ---- ---- ---- ----
20.	93. 85. 34.	5.1 7.7 4.8 ----	52 [illegible] 30 1 6 14 38 5	31.9 27.6 24.8 ---- 30.0 25.8 21.9 ----
22.	99. 95. 5.	7.6 7.4 5.7 6.7	193 148 111 7 5 8 33 3	---- 36.5 30.1 ---- ---- 35.5 27.5 ----
19.	97. 89. 22. 6.	9.4 9.0 9.1 8.0	61 66 30 10 4 13 29 8	---- 27.8 22.1 17.8 ---- 24.4 20.7 17.3
25.	ACC 83. 19.	7.4 7.8 8.6 10.1	42 49 76 24 14 34 34 18	29.5 24.5 21.5 19.6 28.3 23.2 18.6 15.8
24.	ALL ALL 12.	4.5 5.7 4.9 ----	29 13 23 1 1 3	---- ---- ---- ---- ---- ----
26.	ALL 82. 67.	2.7 3.2 ---- ----	21 8 5 1 2 3 1	---- ---- ---- ---- ---- ---- ---- ----
17.	ALL 92.		6 9 13 6 3 3 10 8	---- ---- 20.6 18.8 ---- ---- 21.6 2.4
16.	ALL 90. 9.	10.1 10.7 11.9	13 18 18 1 1 2 5 1	---- ---- ---- ---- ---- ---- ---- ----
22.	ALL 96. 29.	5.4 6.0 7.2 8.6	16 18 12 2 1 7 12 5	---- 27.5 23.6 ---- ---- 27.4 22.0 ----
18.	54. 30.	---- 9.0 6.7 10.9	8 4 3 5 5 16 13	---- ---- ---- ---- ---- ---- ---- ----
20.	ALL 92. 29.	0.0 0.0 1.5 1.2	23 20 14 2 2 4 7 2	---- ---- 20.4 ---- ---- ---- 20.9 ----
23.	ACC ACC	9.6 10.6 11.2 ----	26 10 14 3 3 3 6	---- ---- 22.6 ---- ---- ---- 20.9
21.			1 4 3 4	---- ---- ---- ----
32.	92. 47. 14.	5.3 5.7 6.7 7.2	23 14 13 14 2 3 1 1	---- ---- ---- ---- ---- ---- ---- ----
19.	97. 66. 19. 6.	8.3 7.2 7.1 10.7	107 49 34 5 5 13 28 11	---- 26.4 23.8 ---- ---- 25.5 20.7 ----
16.			5 4 1 1 1 2	---- ---- ---- ---- ---- ---- ---- ----
18.	ACC 70. 6.	3.0 3.1 4.1 ----	20 12 12 1 7 8 6 3	23.3 21.3 18.2 ---- 24.5 19.3 17.6 ----
23.	ALL 67. 8.		13 10 2 3 5 24 4	---- ---- ---- ---- ---- ---- ---- ----
22.	ALL ALL	5.3 7.2 6.9 ----	37 24 21 3 8 8 1	---- 28.3 22.4 ---- 27.7 22.1 ----
17.			4 9 11 24 1 1 1 12	---- ---- ---- 21.9 ---- ---- ---- 21.9
23.	99. 96. 22. 4.	11.7 13.3 15.6 9.7	456 257 243 57 34 58 118 81	41.3 32.2 26.6 17.9 38.8 28.7 24.1 17.2
18.	ACC 82. 50.	3.0 2.8 3.2 ----	6 12 4 3 2 5 4 3	---- ---- ---- ---- ---- ---- ---- ----
18.	ALL ALL ALL ALL	3.3 3.2 3.3 3.3	13 23 24 19 2 8 12 20	---- 23.8 20.0 18.2 ---- 20.9 18.2 16.8
21.	ALL 59. 14.	7.4 8.0 8.7 9.5	35 29 18 6 1 5 4 8	---- ---- ---- 17.2 ---- ---- ---- 17.7
25.	ALL 92. 37.	6.8 5.2 5.5 5.3	51 17 19 10 3 8 11 15	---- 25.1 22.1 20.1 ---- 25.1 21.7 18.9
16.	85. 29.		8 10 3 1 5 7 2	---- ---- 20.8 ---- ---- ---- 19.0 ----
21.	85. 83. 10.	4.1 5.0 4.0 4.6	13 22 13 6 2 7 3	---- ---- 19.3 ---- ---- ---- 18.3 ----
14.	83. 42.		1 4 17 4 3 2 19 8	---- ---- 21.1 ---- ---- ---- 21.0 ----
21.	ALL 77. 23.	7.3 6.9 6.4 ----	14 13 16 4 6	---- ---- 21.7 ---- ---- ---- 19.7
21.			18 30 15 20 4 3 7 7	---- ---- 22.1 19.1 ---- ---- 21.4 17.6
21.	58. 91. 45.	7.2 6.5 7.2 ----	10 20 22 4 2 2 7 2	---- ---- 24.0 ---- ---- ---- 22.9 ----
20.	ACC 83. 22.	6.5 7.3 6.3 7.7	19 14 3 9 4 6 2	---- ---- ---- ---- ---- ---- ---- ----
17.	86. 44. 33.	5.5 6.4 6.3 ----	12 13 7 4 2 3 5 3	---- ---- ---- ---- ---- ---- ---- ----
21.	ALL 94. 10.	11.2 11.5 12.3 8.4	425 252 141 4 37 67 93 1	44.0 33.3 29.1 ---- 38.6 29.8 24.9 ----
22.	99. 94. 49. 2.	9.0 9.7 10.2 10.8	114 127 136 26 15 36 64 39	35.1 29.0 24.7 20.4 33.0 27.7 22.9 19.1
13.	ALL 54. 7. 17.		6 20 26 6 8 4	---- 37.0 ---- ---- 37.2 ----
22.			1 3 2 3	---- ---- ---- ----
20.	57. 11.		5 7 5 5 4 3	---- ---- ---- ---- ---- ----
25.	ALL 77. 27.		22 10 13 1 2 3 13 1	---- ---- 21.8 ---- ---- ---- 19.2 ----
20.	88.	3.0 ---- ----	8 2 2 1	---- ---- ---- ---- ----
20.	ALL	2.8 ---- 4.4 4.9	12 4 7 9 1 2 2	---- ---- ---- ---- ---- ---- ---- ----
29.	86. 91. 43.		6 9 5 3 1 2 2 4	---- ---- ---- ---- ---- ---- ---- ----
16.	ALL ALL 17.		10 14 11 2 1 2 7 1	---- ---- 18.1 ---- ---- ---- 16.9 ----
10.	ALL 93. 20.	5.6 5.7 5.8 6.1	12 12 14 10 6 3 11 2	26.1 ---- 18.5 ---- 24.1 ---- 17.3 ----
23.	ALL 75. 25.	7.8 9.0 6.2 ----	14 12 12 4 4 4 1	---- ---- ---- ---- ---- ---- ---- ----
25.	ALL 77. 9.	---- 7.4 8.5	10 7 5 1 6 6	---- 20.7 ---- ---- 21.0 ----
25.			4 2	---- ----
17.	ALL 92. 17.	7.6 9.2 10.4 ----	78 60 33 1 13 16 9 2	31.3 27.0 24.5 ---- 30.6 25.9 23.4 ----
18.	98. 89. 29.	6.7 7.0 8.5 14.9	58 49 42 16 8 15 17 10	31.7 26.7 23.2 20.5 30.7 25.4 22.2 18.7
15.			1 4 1 2 1	---- ---- ---- ---- ---- ----
10.	42.		1 8 3 3 2 4 7 8	---- ---- ---- ---- ---- ---- ---- ----
17.	92. 74. 27. 5.	6.9 7.6 7.7 7.1	338 206 155 36 24 37 49 44	38.0 29.1 24.8 20.1 36.3 27.8 22.8 19.5
16.			5 6 22 3 2	---- ---- ---- ---- ---- ----
20.	ALL 93.	0.0 0.0 0.0	7 9 6 5 4	---- ---- ---- ---- ----
23.	ALL 55. 20.	8.0 8.3 8.5	8 8 11 2 3 4	---- ---- ---- ---- ---- ----
23.		---- ---- ----	4 3 2 2	---- ---- ---- ----
12.	7.	---- 5.1 6.1 11.6	2 7 8 2 1 7 7 7	---- 19.2 16.4 ---- ---- 17.7 15.2 ----
21.	20.		18 6 10 3 2 4 9 4	---- ---- 19.0 ---- ---- ---- 17.9 ----
17.	ALL	5.0 ---- ---- ----	10 2 4 2 1 4 2	---- ---- ---- ---- ---- ---- ---- ----
17.	ALL 90. 33. 8.		73 61 32 7 11 23 7 5	32.0 28.7 25.1 ---- 31.2 24.5 21.4 ----
26.	83. 8.		1 6 8 1 4 2	---- ---- ---- ---- ---- ----
9.	27. 33.	5.0 5.0 5.0 5.0	2 2 1 3 9 7 7 9	---- ---- ---- ---- ---- ---- ---- ----
33.			3 4 9 4 2 4	---- ---- ---- ---- ---- ---- ---- ----
33.	67.		4 6 9 2 1 3	---- ---- ---- ---- ---- ----
22.	86. 6.	9.1 ---- 7.2	7 3 11 2 1 5 1	---- ---- ---- ---- ---- ---- ---- ----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
KANSAS(CONTD)																				
UNIV. OF KANSAS MAIN CAMPUS		I	4	5	4	5	40.0	28.7	25.5	17.9	33.5	4	5	4	5	46.4	33.8	29.8	21.0	39.1
WASHBURN UNIVERSITY		IIA	2	2	4	3	38.1	31.2	23.6	19.7	29.4	3	3	4	4	43.9	35.6	27.0	22.3	33.8
WICHITA STATE UNIVERSITY		IIA	2	2	2	4	38.8	29.9	24.7	18.4	27.9	2	3	3	4	44.9	34.9	28.9	21.9	32.6
KENTUCKY																				
ALICE LLOYD COLLEGE		III				5	----	----	----	12.5	13.7				5	----	----	----	15.5	16.9
ASHBURY COLLEGE		IIB	4	4	4		26.3	22.0	19.0	----	21.7	4	4	4		31.4	26.3	22.7	----	25.9
ASBURY THEOLOGICAL SEM		IIC					33.9	30.0	25.9	----	29.9					39.9	35.8	29.9	----	35.3
BELLARMINE COLLEGE		IIC					32.6	26.6	21.7		26.9					40.3	31.4	24.9		32.2
BEREA COLLEGE		IIB	2	2	3	2	32.6	26.6	21.5	19.0	26.2	2	2	3	3	38.6	31.5	24.9	21.6	30.8
BRESCIA COLLEGE		IIB		4	4	5	----	22.4	20.0	15.2	19.3		4	4	5	----	25.6	22.8	17.5	22.1
CAMPBELLSVILLE COLLEGE		IIB	4	4	4	5	27.5	21.8	19.0	14.2	19.8	4	4	4	5	32.9	25.8	21.9	16.6	23.2
CENTRE COLLEGE		IIB	2	2	3		32.2	25.8	21.2	----	26.0	2	2	3						31.8
CUMBERLAND COLLEGE		IIB	5	5	5	5	21.2	17.7	15.8	14.7	17.3	5	5	5	5	24.8	20.8	18.7	17.5	20.7
EASTERN KENTUCKY UNIVERSITY		IIA	5	4	4	5	31.5	27.0	22.5	17.6	26.4	5	4	4	4	37.6	32.5	27.2	21.4	31.8
GEORGETOWN COLLEGE		IIB	4	3	4		26.9	24.2	19.3	----	22.8	4	4	4		31.7	28.3	22.9	----	26.8
KENTUCKY CHRISTIAN COLLEGE		IIC					13.4	13.9	----		14.1					25.0	21.9	----		23.1
KENTUCKY STATE UNIVERSITY		IIB	3	3	3	2	29.3	24.9	21.7	19.1	23.2	3	3	3	2	34.5	29.4	25.6	22.7	27.4
KENTUCKY WESLEYAN COLLEGE		IIB	4	3	5	4	27.3	24.5	17.4	16.8	22.6	4	3	5	4	32.6	29.6	21.0	20.3	27.2
LEES COLLEGE		III	5	5	5		19.3	17.8	16.1	----	17.4	5	5	5		23.5	21.2	18.8	----	20.8
LEXINGTON THEOL SEMINARY		IIC					25.6	----			25.2					31.0	----			30.8
LOUISVL PRESB THEOL SEM		IIC					35.3	----	----		33.4					43.5	----	----		41.4
MOREHEAD STATE UNIVERSITY		IIA	4	5	4	4	31.7	26.1	22.9	18.7	26.1	4	4	4	4	38.8	32.2	28.2	23.1	32.1
MURRAY STATE UNIVERSITY	11	IIA	5	4	4	3	31.4	27.2	22.5	19.6	26.1	4	4	4	2	38.9	34.0	28.5	25.1	32.7
NORTHERN KENTUCKY UNIVERSITY		IIB	1	1	2	2	37.7	28.4	23.0	19.1	27.1	1	1	2	3	45.5	34.7	27.6	20.9	32.7
PIKEVILLE COLLEGE		IIB	5	5	5	5	21.2	19.6	17.4	15.6	18.3	5	5	5	5	23.5	22.0	19.1	17.0	20.2
SPALDING UNIVERSITY		IIB	5	5	4	4	23.6	19.4	19.5	15.8	19.8	5	5	5	5	25.6	21.0	21.6	16.7	21.5
SUE BENNETT COLLEGE		III		5		5		11.0		10.0	10.4		5		5		13.0		11.8	12.3
THOMAS MORE COLLEGE		IIB	5	5	5		23.4	19.7	17.4	----	19.0	5	5	5		27.7	24.5	19.4	----	22.2
TRANSYLVANIA UNIVERSITY		IIB	3	3	2		29.1	24.8	22.5	----	25.1	3	3	2		35.8	29.6	26.6	----	30.2
UNION COLLEGE	17	IIA	5	5	5	5	22.1	17.0	15.9	14.5	17.3	5	5	5	5	26.1	20.4	18.7	17.0	20.5
UNIVERSITY OF KENTUCKY		I	4	4	4	1	40.0	29.8	24.7	23.9	32.4	4	4	5	1	47.2	35.2	29.2	28.3	38.2
UNIV OF KY COMM COLLS		III	5	5	5	4	26.2	21.9	17.9	17.3	20.5	5	5	5	4	31.1	26.0	21.3	20.6	24.4
UNIVERSITY OF LOUISVILLE		I	4	5	4	4	38.4	28.6	24.5	19.5	31.2	4	5	5	5	45.7	34.5	29.2	22.2	37.2
WESTERN KENTUCKY UNIV.		IIA	4	4	4	4	32.5	26.8	22.9	18.8	27.8	4	4	4	3	39.5	32.7	28.2	23.4	34.0
LOUISIANA																				
CENTENARY COLLEGE OF LA.		IIB	2	2	3	2	31.4	27.5	21.7	19.8	26.1	2	2	3	2	38.0	33.4	25.5	22.9	31.3
DELGADO COMMUNITY COLLEGE		III	2	1	1	1	33.0	29.7	25.7	21.6	26.2	3	2	2	4	37.9	34.0	29.6	22.5	29.4
DILLARD UNIVERSITY		IIB	4	4	3	3	27.4	21.8	20.4	17.4	20.9	4	4	4	4	31.4	25.3	23.4	20.2	24.0
GRAMBLING STATE UNIVERSITY	1	IIA	5	4	3	4	28.4	26.6	23.7	19.0	24.6	5	5	5	5	29.3	27.3	24.3	19.7	25.4
LOUISIANA COLLEGE		IIB	4	3	3	2	27.6	24.7	21.0	18.7	24.0	4	3	3	2	33.5	30.2	25.9	23.3	29.4
LA.STATE UNIV AND A&M COLL.	28	I	3	3	3	4	41.4	31.2	26.5	18.8	31.2	4	4	4	5	46.3	35.0	29.9	21.5	35.0
LA STATE U ALEXANDRIA		III	3	4	4	4	28.7	24.7	21.4	17.8	23.0	5	5	5	5	32.4	28.0	24.3	20.3	26.1
LA STATE U EUNICE		III		4	3	3	----	24.8	22.1	18.5	22.0		5	4	4	----	27.8	24.9	20.8	24.7
LA STATE U SHREVEPORT		IIB	2	1	1	1	34.7	29.4	24.1	21.8	28.2	2	2	2	1	39.1	33.3	27.4	24.9	31.9
LOUISIANA TECH UNIVERSITY		IIA	3	3	3	3	34.6	28.4	24.2	19.9	29.1	4	4	4	4	39.2	32.4	27.8	23.2	33.2
LOYOLA UNIV.IN NEW ORLEANS		IIA	2	2	1	2	37.9	31.3	26.6	21.0	30.7	3	2	2	3	44.2	36.7	31.2	24.9	35.9
MCNEESE STATE UNIVERSITY		IIA	4	2	2	2	32.2	29.9	24.6	21.5	27.3	5	3	3	2	37.2	34.7	28.7	25.2	31.7
NICHOLLS STATE UNIVERSITY		IIA	4	4	4	3	31.9	27.6	23.1	19.7	25.7	5	5	5	4	35.8	31.1	26.2	22.4	29.0
NORTHEAST LOUISIANA UNIV.		IIA	3	3	3	5	34.7	29.8	24.5	17.7	26.2	4	4	4	5	39.1	33.6	27.4	19.7	29.5
NORTHWESTERN STATE UNIV.		IIA	5	5	5	5	29.0	24.3	21.3	17.7	23.7	5	5	5	5	31.0	26.2	23.2	19.6	25.7
NOTRE DAME SEM.SCH.OF THEOL.		IIC					9.5				9.5					9.5				10.9
OUR LADY OF HOLY CROSS COLL.		IIB		5	4	1	----	19.5	19.1	20.0	19.4		5	4	2	----	21.7	21.8	22.7	22.0
SOUTHEASTERN LOUISIANA UNIV	1	IIA	5	4	3	3	30.6	27.9	24.1	19.8	26.4	5	5	4	4	34.6	31.2	27.2	22.2	29.7
SOUTHERN UNIV. A&M C.-MAIN		IIA	5	4	4	3	31.1	26.4	22.5	19.4	25.1	5	5	5	4	34.8	29.5	25.2	21.9	28.1
SOUTHERN U-SHRVPRT-BOSSIER		III		4	3	2	----	24.1	21.8	20.0	21.5		5	5	4	----	27.4	24.3	22.4	24.0
SOUTHERN UNIV.IN NEW ORLEANS	1	IIB	3	2	1	1	30.2	27.0	24.0	20.0	25.4	3	3	2	2	34.8	30.1	26.7	22.4	28.6
TULANE UNIVERSITY OF LA.		I	3	2	4	5	41.8	32.8	25.5	18.1	33.0	3	2	4	5	52.8	41.0	30.0	21.3	40.8
UNIVERSITY OF NEW ORLEANS		IIA	2	3	4	5	37.0	28.8	23.1	17.7	27.5	4	5	5	5	40.6	31.6	25.5	19.5	30.2
UNIV.SOUTHWESTERN LOUISIANA		IIA	2	2	1	2	37.1	30.3	25.7	21.0	28.8	3	4	3	3	41.8	34.1	28.9	23.5	32.4
XAVIER UNIVERSITY OF LA		IIB	4	4	4	3	25.5	21.6	20.0	17.4	20.7	5	5	4	4	29.2	24.9	23.0	20.1	23.8
MAINE																				
BANGOR THEOLOGICAL SEM		IIC					----	----	----		26.9					----	----	----		34.9
BATES COLLEGE		IIB	1*	1*	1	1*	41.0	32.1	24.4	22.3	31.3	1	1	1	1	50.3	38.7	28.6	25.4	37.7
BEAL COLLEGE		III					----		----	----	9.8					----		----	----	11.5
BOWDOIN COLLEGE		IIB	1*	1*	1	1	44.3	32.8	24.6	21.4	34.1	1*	1*	1	1	54.6	40.9	29.1	24.2	41.6
CENTRAL MAINE VOC.TECH.INST.		III							----		20.5							----		25.7
COLBY COLLEGE		IIB	1*	1	1		43.6	30.7	23.9	----	32.0	1*	1	2		53.9	36.8	27.8	----	38.5
HUSSON COLLEGE		IIC					28.6	25.4	22.2	----	25.3					33.0	30.0	28.0	----	30.1
MAINE MARITIME ACADEMY		IIC					27.8	24.6	21.3	----	23.6					34.3	30.4	26.5	----	29.2
PORTLAND SCHOOL OF ART		IIC									20.5									25.0
SAINT JOSEPH'S COLLEGE		IIC					----	----	16.7	----	17.3					----	----	18.8	----	19.4
THOMAS COLLEGE		IIC					----	----	21.7	----	22.7					----	----	25.3	----	26.4
UNITY COLLEGE		IIB	5		5		19.5	----	16.5	----	17.8	5		5		23.1	----	19.6	----	21.1
UNIV MAINE AT AUGUSTA		III	3	4	5		28.8	24.8	18.2	----	23.8	4	4	5		35.1	30.1	22.3	----	29.2
UNIV MAINE AT FARMINGTON		IIC					32.5	26.4	20.8	----	26.4					39.4	32.1	25.3	----	32.1
UNIV MAINE AT FORT KENT		IIB		3	3	2	----	24.5	20.1	19.3	22.5		3	3	2	----	29.8	24.5	23.0	27.2
UNIV MAINE AT MACHIAS		IIB	3	2	4		30.4	26.1	19.6		24.7	3	2	4		36.4	31.6	24.0		29.8
UNIV MAINE AT ORONO		IIA	3	4	4	5	36.5	27.9	22.5	16.5	28.0	3	4	4	5	43.6	33.4	27.1	19.9	33.6
UNIV MAINE AT PRESQUE ISLE		IIB	2	2	3		31.6	25.9	20.3	----	24.3	2	2	3		38.8	31.3	24.7	----	29.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
17.	99.	94.	15.	14.	7.2	7.8	8.6	7.2	448	249	91	19	31	70	50	9	40.2	29.3	26.9	17.9	36.3	26.8	23.0	17.9
15.	ALL	70.	31.	3.	5.7	5.9	7.0	9.0	56	41	34	12	9	12	27	18	38.1	31.3	23.8	20.8	37.7	30.8	23.3	18.9
17.	99.	90.	38.	2.	12.3	12.0	13.1	13.6	99	120	133	22	5	25	79	38	----	30.1	25.3	19.3	----	28.7	23.7	17.9
23.									2	3	5	10	1	1		5	----	----	----	----	----	----		----
19.	ALL	87.	15.		2.4	4.2	2.1	6.6	19	18	18	3	1	5	8	2	----	----	19.6	----	----	----	17.8	----
18.	79.	38.							19	13	6	3					----	----	----	----				
20.	ALL	74.	11.		7.0	7.0	7.0	----	24	11	14		9	8	21		34.3	26.9	22.1		28.1	26.3	21.4	
18.	ALL	94.	23.		5.1	6.5	7.2	----	30	26	20	2	3	8	15	6	----	26.4	21.8	----	----	27.4	21.0	----
14.		ALL	33.						2	8	7	5		3	2	7	----	----	----	----		----	----	----
17.	ALL	ALL	44.						5	11	13	4	1		3	6	----	----	----	----	----		----	----
22.	ALL	95.			8.9	9.3	9.8	----	17	19	12	2	2	1	7	1	----	----	21.9	----	----	----	20.0	----
18.	85.	74.	65.						16	19	25	3	4	8	12	5	----	18.2	16.3	----	----	16.6	14.9	----
20.	95.	77.	43.		2.1	2.5	2.7	2.5	174	118	81	11	40	41	114	36	31.7	27.2	23.4	17.5	30.7	26.3	21.9	17.6
17.	93.	92.	42.		4.0	4.4	4.0	----	11	18	9	1	4	8	10	4	----	24.1	19.4	----	----	24.4	19.1	----
64.									6	4			1	2	2		----	----			----	----		
18.	85.	73.	33.		18.0	11.7	6.1	----	17	19	32	5	3	7	22	11	----	25.5	22.0	----	----	23.3	21.1	----
20.	6.	88.	50.						16	13	8	5	1	3	4	3	----	----	----	----	----	----	----	----
19.	83.	67.	29.						5	4	3		1	2	4	1	----	----	----		----	----	----	----
22.	90.								9	1			1				----	----			----			
24.	89.				5.0	----	----		9					1	2		----					----	----	
23.	92.	82.	48.	12.	2.0	2.4	2.4	2.1	94	52	53	10	6	14	40	16	31.9	26.4	23.4	19.5	28.6	25.3	22.2	18.1
25.	98.	85.	20.		2.0	2.2	2.4	1.9	92	95	66	12	5	15	38	9	----	27.2	22.8	20.5	----	27.0	22.1	18.4
21.	ALL	97.	14.		4.0	4.3	4.4	----	42	77	50	1	7	23	46	5	38.3	29.0	23.0	----	34.0	26.7	22.9	----
10.	14.	25.							4	6	2	5	3	2	12	2	----	----	----	----	----	----	----	----
9.	60.	84.	8.		7.2	15.9	7.1	5.5	6	4	4	2	9	15	9	9	23.2	----	----	----	23.8	----	----	----
18.		ALL								1		3		7		6		----		----		----		----
17.	ALL	80.	5.		10.6	7.8	7.8	----	7	14	8	2		1	13	1	----	----	16.2	----		----	18.1	----
20.	ALL	86.	25.		5.6	6.0	5.5	----	14	10	11	4	3	4	5	1	----	----	----	----	----	----	----	----
18.	60.	50.	37.						10	4	12	3		4	7	3	----	----	16.3	----		----	15.1	----
18.	ALL	99.	6.						434	335	218	15	26	77	80	7	40.2	30.2	25.4	25.3	37.1	28.4	22.8	20.8
19.	ALL	ALL							53	122	51	61	36	120	98	84	26.4	22.1	19.0	17.9	26.0	21.8	17.4	16.9
19.	99.	83.	6.	7.	2.8	2.5	4.9	5.0	233	160	85	13	21	47	56	15	38.6	29.0	26.2	19.8	36.3	27.3	22.0	19.2
22.	96.	79.	41.		1.8	2.2	3.2	2.1	205	116	80	12	24	46	40	22	32.7	27.4	23.5	19.5	31.2	25.1	21.8	18.5
20.	96.	82.	11.		8.9	7.2	7.2	15.5	21	10	15	5	2	1	4	3	----	----	----	----	----	----	----	----
12.	ALL	ALL	78.						10	34	30	26	2	11	25	21	----	29.6	26.3	21.9	----	29.7	25.0	21.3
15.	57.	50.			4.5	4.7	4.4	5.0	5	7	20	3	2	15	26	10	----	22.7	20.3	----	----	21.5	20.5	----
3.	93.	77.	38.	8.	6.5	8.3	8.8	9.4	33	32	53	14	12	11	54	12	28.2	26.8	24.6	19.4	29.0	26.0	22.7	18.6
22.	ALL	71.	35.						16	12	9	3	4	5	8	3	----	----	21.0	----	----	----	21.0	----
12.	94.	87.	5.						426	328	309	116	27	53	93	107	41.7	31.3	27.1	19.0	37.6	30.5	24.8	18.6
13.	ALL	ALL	37.	10.	7.7	8.7	10.7	11.3	11	11	13	4	3	6	17	6	----	24.7	21.4	----	----	24.8	21.3	----
12.		75.	16.		----	----	9.6	5.3	2	5	24	5		3	8	7	----	----	22.6	----		----	20.9	----
13.	ALL	75.	50.		8.1	9.5	10.0	17.2	31	39	23	5	5	5	25	10	----	----	24.7	----	----	----	23.6	----
14.	99.	87.	47.		7.0	7.4	7.9	9.2	128	106	67	1	6	33	44	10	34.6	29.0	25.4	----	33.4	26.4	22.4	----
17.	89.	67.	15.						39	67	49	6	7	16	24	3	37.9	31.9	26.8	----	38.0	28.9	26.0	----
16.	90.	64.	36.	3.					57	54	66	21	6	19	36	18	32.1	30.3	25.2	21.8	33.1	28.9	23.6	21.2
13.	ALL	90.	53.						53	42	35	20	13	20	31	20	31.6	28.1	23.5	19.8	32.9	26.5	22.6	19.5
12.	ALL	88.	37.						56	83	74	30	7	15	47	48	34.8	30.4	25.4	17.8	33.8	26.6	23.0	17.6
8.	94.	86.	33.	9.					67	41	32	15	16	22	48	31	29.7	24.5	22.4	18.3	26.0	23.9	20.5	17.3
14.									8								----							
13.									1	4	6		1	2	10	8	----	----	19.1		----	----	19.2	----
13.	97.	80.	41.		3.4	3.7	4.3	5.3	50	63	37	9	10	19	45	21	31.1	28.3	26.3	19.8	28.1	26.4	22.4	19.8
12.	91.	84.	71.	25.					97	78	76	18	28	39	115	39	31.9	26.6	23.8	20.4	28.6	25.8	21.5	19.0
12.		ALL	94.	17.					2	3	8	8		3	8	16	----	----	21.8	20.1		----	21.9	20.0
12.	90.	72.	51.						19	15	37	3	2	10	24	6	----	26.9	24.3	----	----	27.2	23.5	----
24.	99.	84.	10.	5.	5.9	6.7	7.2	7.1	147	106	100	8	10	21	40	12	42.3	33.4	26.3	19.3	35.1	30.0	23.5	17.3
10.	94.	84.	9.		13.3	14.0	15.7	12.2	120	116	68	48	20	33	40	60	37.5	29.2	24.1	18.1	33.9	27.5	21.5	17.3
12.	95.	87.	37.	7.	6.1	6.3	6.9	7.7	107	134	106	30	17	35	57	65	37.6	30.6	26.1	21.2	34.3	29.1	25.1	20.9
15.	95.	69.	2.						13	24	25	12	8	12	18	13	25.6	22.4	20.1	17.7	25.3	20.0	19.8	17.1
30.					----	----	----		3	1			1		1		----	----			----		----	
20.	ALL	81.	11.		8.5	9.5	8.5	8.2	28	25	26	3	1	6	9	3	----	32.2	24.5	----	----	31.5	24.0	----
18.											2	1	3		1				----	----	----		----	
22.	ALL	ALL			7.0	5.6	9.8	7.5	41	19	17	7	1	3	14	1	----	----	25.2	----	----	----	23.9	----
26.												2								----				
20.	ALL	89.	2.		9.3	9.4	7.6	----	35	31	32	2	5	5	12	3	----	----	24.3	----	----	----	23.1	----
19.	91.	50.							7	9	3		4	3	6	1	----	----	----		----	----	----	----
24.					5.9	5.3	6.8	----	7	17	14	3		1	1		----	----	----	----		----	----	
22.																								
12.			28.						1	2	10		1	2	15	2	----	----	16.9		----	----	16.5	----
16.			9.						4	3	6	2		2	5		----	----	----	----		----	----	
18.									6	3	7		1	1	3	1	----	----	----		----	----	----	----
23.	ALL	90.			5.4	8.3	6.2	----	23	6	7		2	4	12	2	----	----	20.2		----	----	17.1	----
22.	ALL	93.	12.		5.4	5.5	6.1	----	32	21	15		1	6	11	2	----	27.1	20.9		----	23.7	20.6	----
21.		75.	56.		----	6.7	4.8	----	2	7	4	4	1	1	5	2	----	----	----	----	----	----	----	----
21.	ALL	82.	8.		5.4	5.7	5.4	----	6	9	10		1	8	3		----	26.2	----		----	26.0	----	
20.	98.	94.	5.	3.	5.1	6.1	6.9	6.7	144	125	97	12	4	25	57	17	----	28.3	23.6	16.3	----	25.6	20.7	16.6
21.	ALL	93.	18.		5.4	5.4	5.4	----	12	13	14		4	2	8	4	----	----	20.8		----	----	19.5	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INSTCATEGORY	(2) RATING OF AVERAGE SALARY PR	AD	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AD	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR
MAINE(CONTD)																				
UNIVERSITY OF NEW ENGLAND		IIB		3	4		----	23.9	18.7	----	21.1		4	5		----	26.8	21.1	----	23.8
UNIV SOUTHERN MAINE		IIA	3	4	4	5	35.8	28.3	23.2	17.5	28.0	3	4	4	5	43.0	34.3	28.1	20.6	33.8
MARYLAND																				
ALLEGANY CMTY COLLEGE		III	4	4	5	4	28.2	23.6	19.8	17.8	21.1	3	4	4	3	37.6	31.3	26.3	23.6	27.9
ANNE ARUNDEL COMMUNITY COLL.		III	1	1	2	1	35.8	30.6	24.5	21.1	29.3	1	1	2	2	47.3	40.1	30.3	26.2	37.9
BOWIE STATE COLLEGE		IIB	1	1*	1	2	38.0	31.7	25.2	19.3	29.1	1	1	1*	1	46.0	38.6	31.1	24.2	35.6
CAPITOL INST. OF TECHNOLOGY		IIC					----	25.0	21.2		24.2					----	29.5	24.7		28.4
CATONSVILLE COMMUNITY COLL.		III	1*	1	1	1	38.1	31.5	25.9	21.8	30.8	1*	1*	1	1	51.1	41.3	33.7	26.8	40.4
CECIL COMMUNITY COLLEGE		III	3	3	3	4	30.0	25.3	21.8	17.0	22.3	4	4	4	5	35.0	30.5	25.8	20.4	26.6
CHARLES CO CMTY COLLEGE		III	3	2	3	4	30.0	29.3	22.7	17.5	24.8	4	3	4	5	34.0	33.3	26.0	20.3	28.3
CHESAPEAKE COLLEGE		III		3	4	3	----	25.4	20.1	18.0	20.8		3	4	3	----	32.8	26.1	23.6	27.0
COLLEGE OF NOTRE DAME MD		IIB	4	3	3		27.3	24.3	21.7	----	23.6	4	4	3		31.2	27.6	24.6	----	26.8
COLUMBIA UNION COLLEGE		IIB	5	5	4	2	22.2	20.6	19.6	18.7	20.3	5	5	4	3	25.8	24.1	23.1	21.6	23.8
CORROWITY COLL.OF BALTIMORE		III	2	2	2	2	33.4	28.0	23.2	19.6	25.4	1	1	1	1	45.0	37.8	31.5	26.9	34.5
COPPIN STATE COLLEGE		IIB	1	1	1	3	36.9	29.9	24.6	18.1	28.3	1	1	1	3	43.4	35.2	28.9	21.4	33.3
DUNDALK COMMUNITY COLLEGE		III	2	2	1	1	33.3	28.7	25.6	21.4	27.5	2	3	2	2	38.4	33.3	30.0	25.4	32.0
EASTERN CHRISTIAN COLL		IIC					----	----	----	----	----					----	----	----	----	----
ESSEX COMMUNITY COLLEGE		III	1	1	1	2	37.2	29.7	25.2	19.6	30.1	3	4	4	5	37.2	29.7	25.2	19.6	30.1
FREDERICK CORROWITY COLLEGE		III	1		4	5	34.5	----	20.7	15.9	24.0	1		4	5	44.7	----	26.6	19.2	30.6
FROSTBURG STATE COLLEGE		IIA	3	3	3	3	35.1	28.5	24.4	20.0	27.9	2	2	2	2	47.0	37.1	31.3	25.4	36.4
GARRETT COMMUNITY COLLEGE	4	III			4	4	----	----	20.2	17.6	20.8			4	4	----	----	26.1	22.1	27.0
GOUCHER COLLEGE		IIB	2	2	2	4	34.0	25.9	21.8	17.2	26.3	1	2	2	3	43.1	32.3	27.6	21.6	33.2
HAGERSTOWN JUNIOR COLLEGE	4	IIC					28.9	25.2	21.4	----	25.4					31.8	27.8	23.6	----	28.0
HARFORD CORROWITY COLLEGE	4	IIC					35.2	31.4	25.1	19.8	28.2					46.2	41.3	33.4	26.7	37.3
HOOD COLLEGE		IIA	5	5	5	5	31.2	24.9	20.7	17.3	23.9	4	5	5	4	38.1	31.0	24.9	22.5	29.3
HOWARD COMMUNITY COLLEGE		IIC					37.2	32.3	25.2	19.6	26.4					49.6	41.3	32.8	26.0	34.6
JOHNS HOPKINS UNIVERSITY		I	1	1	3	1*	50.4	34.4	26.5	25.7	39.1	1	2	3	1	60.9	42.1	31.2	30.4	47.2
LOYOLA COLLEGE		IIA	1	1*	1*		39.8	33.5	28.2	----	32.2	2	2	1		47.8	39.8	32.9	----	38.1
MONTGOMERY COLL-GERMANTOWN		III	2	3	2		33.6	25.6	22.9		29.0	1	3	2		43.7	33.5	30.1		37.8
MONTGOMERY COLL-ROCKVILLE		III	1	1	1	1	36.5	31.1	25.3	21.1	32.6	1*	1*	1	1	47.4	40.7	33.4	28.2	42.6
MONTGOMERY COLL-TAKOMA PARK		III	1	2	2		36.6	29.1	23.6	----	31.7	1*	1	1		47.6	38.2	31.2	----	41.4
MORGAN STATE UNIVERSITY		IIA	1	1	1	2	40.9	32.7	26.0	21.0	31.0	1*	1*	1*	1	53.7	43.3	34.6	28.2	41.1
MOUNT SAINT MARY'S COLLEGE		IIB	2	3	4		31.5	25.0	20.0	----	23.4	2	3	4		38.9	30.5	23.7	----	28.4
PEABODY INSTITUTE OF THE JHU	29	IIC					26.5				26.5					32.9				32.9
PRINCE GEORGE'S COMM.COLLEGE		III	1	1	1	2	35.8	31.6	25.6	20.3	32.1	2	1	2	3	41.8	36.9	30.2	24.1	37.5
SAINT JOHN'S C MAIN CAMPUS		IIB									27.3									35.5
ST.MARY'S COLL.OF MARYLAND		IIB	1	1	2		35.5	29.5	22.3	----	26.6	1	1	1		46.3	38.4	28.4	----	34.3
SALISBURY STATE COLLEGE		IIA	3	3	4	4	36.6	29.5	23.4	19.1	26.9	2	2	3	4	48.9	38.3	29.8	23.0	34.6
TOWSON STATE UNIVERSITY		IIA	2	1	1	2	38.5	32.2	26.8	21.3	29.8	1	1*	1*	1	49.8	42.4	35.5	28.6	39.2
UNIVERSITY OF BALTIMORE	30	IIA	2	1	1		37.2	32.2	26.3		30.4	2	2	2		46.9	39.9	31.9		37.5
UNIV MARYLAND-COLLEGE PARK		I	2	2	2	3	45.6	33.3	27.1	19.7	34.3	1	1	2	3	59.1	43.0	33.5	25.4	43.9
UNIV MARYLAND-BALTIMORE CITY		IIC					49.1	37.2	30.2	20.3	34.4					63.1	47.6	38.2	25.3	43.7
UNIV MARYLAND-BALTO COUNTY		IIA	1*	1	1	3	44.2	32.1	26.5	19.2	30.7	1*	1	1	2	55.3	41.0	34.2	25.1	39.2
UNIV MARYLAND-EASTERN SHORE		IIB		1	1*	1*	----	30.8	29.4	23.3	27.3		1	1*	1*	----	38.4	36.7	30.6	34.2
VILLA JULIE COLLEGE	PNA	III																		
WASHINGTON BIBLE COLLEGE		IIC					----	----	15.1	----	16.1					----	----	19.0	----	20.1
WASHINGTON COLLEGE		IIB	2	2	3		32.8	26.2	21.1		26.6	2	2	2		39.8	31.7	26.2		32.3
WESTERN MARYLAND COLLEGE		IIA	4	4	3		32.1	26.6	24.0	----	27.6	4	4	3		40.8	32.9	29.4	----	34.3
WOR-WIC TECH CMTY COLLEGE		III			2			----	23.1	----	23.2			3			----	27.7	----	27.8
MASSACHUSETTS																				
AMERICAN INTRNATL COLLEGE		IIA	5	5	5		30.4	23.2	18.8	----	23.0	5	5	5		37.5	29.4	22.8	----	28.5
AMHERST COLLEGE		IIB	1*	1*	1*		47.7	32.5	25.9		38.6	1*	1*	1*		58.6	41.0	32.5		47.8
ANDOVER NEWTON THEOL. SCHOOL		IIC					28.2	----	----		25.2					34.8	----	----		31.1
ANNA MARIA COLLEGE		IIB		3	3		----	24.2	20.9	----	22.0		3	3		----	28.5	24.5	----	25.8
ASSUMPTION COLLEGE		IIB	2	2	1		34.8	28.1	24.5	----	27.6	2	1	1		42.5	34.9	29.0	----	33.5
ATLANTIC UNION COLLEGE		IIB	5	5	5		20.1	19.3	18.3	----	19.1	5	5	4		23.8	22.9	21.8	----	22.7
BABSON COLLEGE		IIC					49.6	36.9	31.3	----	39.2					59.6	44.7	38.5	----	47.5
BAY PATH JUNIOR COLLEGE		III		4	5		----	24.7	19.9	----	22.6		4	5		----	29.6	24.0	----	27.4
BECKER JR.COLLEGE-LEICESTER		III			5		----	----	19.0	----	20.2			5		----	----	23.5	----	24.9
BECKER JR.COLLEGE-WORCESTER		III			5		----	----	18.4	----	20.4			5		----	----	22.6	----	24.9
BENTLEY COLLEGE		IIC					43.7	35.3	26.4	25.2	32.0					49.6	43.3	32.2	28.4	38.3
BERKLEE COLLEGE OF MUSIC	3	IIC									18.5									21.5
BERKSHIRE CHRISTIAN COLLEGE		IIC					----	----	----	----	15.8					----	----	----	----	18.4
BERKSHIRE CMTY COLLEGE		III	3	5	5	4	29.2	22.8	19.9	17.2	23.4	3	5	4	4	35.8	28.5	25.0	21.8	29.0
BOSTON COLLEGE		I	2	1	1*	1	45.6	34.4	29.9	23.5	36.0	2	1	1	1	57.2	43.7	37.1	28.0	45.3
BOSTON CONSERVATORY		IIC									16.2									17.9
BRADFORD COLLEGE		IIB		4	5		----	21.3	18.5		19.5		4	4		----	26.2	22.5		24.0
BRANDEIS UNIVERSITY		I	2	1	3	2	47.7	34.6	25.8	22.3	36.5	2	1	4	3	58.5	42.5	30.7	25.2	44.4
BRIDGEWATER STATE COLLEGE		IIA	2	1	1*	1*	37.3	31.7	28.5	24.7	32.8	4	4	3	2	38.1	32.5	29.2	25.3	33.6
BRISTOL COMMUNITY COLLEGE	4	III	4	5	4	5	28.3	23.3	20.9	16.1	22.9	4	4	4	4	34.8	28.9	26.1	20.6	28.4
BUNKER HILL CMTY COLLEGE		III	5	5	4	4	26.6	23.2	20.9	17.4	22.0	5	4	4	4	32.7	28.7	26.0	22.0	27.3
CAPE COD COMMUNITY COLLEGE		III	2	2	1	1	33.8	28.1	25.3	23.0	28.3	2	2	2	1	40.5	33.8	30.6	28.0	34.1
CLARK UNIVERSITY		IIA	1	1	3		41.6	31.8	24.2	----	32.4	1	1	3		51.8	41.0	29.2	----	40.4
COLLEGE OF THE HOLY CROSS		IIB	1*	1	1*	1	41.8	31.4	25.5	21.1	30.6	1*	1	1	1	53.8	38.6	30.5	24.3	37.6
ELMS COLLEGE		IIB		3	3		----	25.5	20.5	----	21.6		3	4		----	29.9	23.6	----	24.8
CURRY COLLEGE		IIB	3	3	3	3	28.2	24.8	20.3	17.6	22.9	4	3	3	3	33.2	30.1	24.5	21.1	27.5
DEAN JUNIOR COLLEGE		III		3	5	5	----	26.3	19.4	16.4	21.2		3	5	5	----	31.6	23.6	20.4	25.8
EMERSON COLLEGE		IIA	1	2	1		40.8	31.3	26.2	----	31.3	1	2	1		50.8	39.3	33.1	----	39.3
EMMANUEL COLLEGE		IIB	3	3	3		30.3	24.3	20.3	----	24.3	3	3	3		36.7	29.5	24.5	----	29.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
13.		39.	4.						5	16	14			7	13	3	----	24.1	19.1			23.3	18.3	----
21.	94.	87.	10.		5.7	5.8	6.4	8.2	49	91	30	4	5	33	29	13	----	28.8	24.7	----	----	27.1	21.7	----
33.	ALL	86.	67.	59.					8	11	13	6	3	3	17	11	----	----	20.4	17.1	----	----	19.4	18.2
29.	ALL	ALL	40.	10.	9.9	9.1	7.1	9.1	35	45	17	12	8	21	23	9	35.9	30.6	24.4	21.3	35.2	30.6	24.6	20.9
22.	88.	67.	39.		6.6	8.4	9.2	10.1	19	15	24	8	6	9	14	6	38.0	32.6	25.1	19.0	38.1	30.0	25.4	19.7
17.					----	5.2	5.4		5	6	5				2		----	----	----				----	
31.	98.	99.	79.	11.	4.9	6.0	3.4	3.9	39	51	24	7	12	25	32	11	38.6	32.2	27.1	21.5	36.6	30.0	25.1	22.0
19.	ALL	63.	38.		7.0	11.5	8.1	----	3	4	5	3	3	4	8	4	----	----	----	----	----	----	----	----
14.	93.	ALL	31.						13	5	10	4	1	4	3	8	----	----	----	----	----	----	----	----
30.		63.	45.						2	6	4	4	1	2	7	4	----	----	----	----	----	----	----	----
14.	75.	31.			7.9	9.2	12.8	----	4	3	8	1	4	10	11	1	----	----	20.9	----	----	----	22.4	----
17.									13	3	13	2	1	7	13	5	----	----	19.2	----	----	----	20.0	----
36.	97.	91.	66.	32.					22	22	20	6	11	10	27	16	34.3	27.8	23.2	19.7	31.6	28.4	23.1	19.6
18.	93.	57.	62.	7.					20	16	15	5	10	14	22	9	36.9	29.5	24.7	----	36.9	30.3	24.6	----
16.	ALL	ALL	39.	29.					8	8	12	3	3	9	11	4	----	28.9	27.0	----	----	28.4	24.1	----
---									1	1					1	1	----	----					----	----
0.	ALL	98.	86.	5.					47	38	22	10	15	20	20	9	37.9	29.6	26.0	20.1	35.1	29.9	24.3	19.1
28.	20.				7.3	----	9.5	----	8	4	5	1	2		15	6	----	----	----	----	----	----	----	----
31.	95.	65.	41.	15.	9.3	9.3	8.3	9.9	49	41	45	9	6	5	16	18	35.0	----	24.7	20.9	35.7	----	23.5	19.6
30.			50.						1	2	6	5		1	2	1	----	----	----	----	----	----	----	----
26.	97.	78.	3.		4.9	6.3	4.2	11.2	20	5	13	2	9	4	22	5	35.2	----	21.3	----	31.4	----	22.1	----
10.	ALL	87.	60.		7.5	4.4	6.1	----	18	8	5		2	7	10	1	----	25.9	----		----	24.3	----	----
32.	ALL	97.	71.	8.					6	22	13	5	3	16	11	8	----	30.6	25.8	----	----	32.5	24.3	----
23.	ALL	59.	14.		6.0	6.1	5.6	7.5	9	7	11	3	8	20	17	7	31.2	25.7	20.3	----	31.1	24.6	21.0	----
31.					7.7	8.8	7.8	8.1	5	7	7	1	3	3	12	9	----	----	26.3	----	----	----	24.5	----
21.	90.	9.			5.8	7.9	8.7	14.3	262	75	92	7	19	21	34	8	50.8	35.3	26.5	28.8	44.7	31.1	26.4	23.1
19.	72.	60.	31.		4.3	6.3	5.9	----	30	51	45	3	2	4	16	1	----	----	28.4	----	----	----	27.5	----
31.	67.	17.			3.9	4.2	4.4		13	4	3		2	2	3		----	----	----		----	----	----	
31.	97.	74.	21.	9.	3.9	4.0	4.2	4.5	90	32	21	6	36	25	17	5	36.6	31.5	25.8	----	36.2	30.7	24.8	----
31.	90.	10.			3.9	4.1	4.3	----	20	4	6		20	6	10	4	37.4	----	23.7		35.9	----	23.5	----
32.	93.	46.	81.	29.					47	49	41	17	20	18	31	18	41.3	33.1	26.0	19.4	39.8	31.6	26.0	22.4
21.	ALL	81.	4.		8.0	7.8	9.1	----	11	17	18	1		4	8		----	----	20.1	----		----	19.6	
24.	21.				13.2				36				17				30.4				18.4			
17.	99.	83.	18.		2.8	3.5	5.6	7.7	66	48	19	4	33	42	14	4	35.8	31.6	25.8	----	35.9	31.5	25.4	----
30.																								
29.	50.	26.			10.5	10.5	13.2	----	10	16	25		4	3	9	4	----	----	22.6		----	----	21.3	----
29.	94.	82.	34.	8.	7.5	9.7	8.4	8.2	32	48	36	15	2	12	20	23	----	29.5	23.9	19.1	----	29.4	22.6	19.0
32.	ALL	95.	64.	56.	8.5	9.0	9.8	11.3	79	94	98	11	19	38	65	16	38.5	32.3	26.8	21.3	38.2	32.0	26.8	21.2
23.	68.	60.	12.		8.7	7.9	8.7		23	19	37		2	6	15		----	32.2	26.8		----	32.2	25.1	
28.	ALL	99.	13.		9.3	9.3	9.3	9.3	393	349	183	48	36	90	94	56	45.6	33.7	27.7	20.9	45.8	31.8	25.9	18.7
27.	ALL	89.	23.		9.3	9.3	9.3	9.3	48	70	42		9	19	66	46	50.1	38.3	35.7		43.6	33.1	26.7	----
28.	98.	98.	14.		9.3	9.3	9.3	9.3	56	90	52	17	2	25	27	25	----	32.4	27.5	21.0	----	31.1	24.7	17.9
25.		86.	40.	13.	----	9.3	9.3	9.3	4	12	19	5	1	2	6	3	----	----	28.6	----	----	----	31.8	----
25.									4	5	4				2	1	----	----	----				----	----
22.	ALL	ALL	19.		3.9	7.0	5.8		15	20	10		3	4	6		----	----	22.2		----	----	19.1	
24.	ALL	97.	53.		6.0	6.2	8.0	----	25	24	11		1	6	6	4	----	26.9	24.1		----	25.5	23.9	----
20.										3	1	3		2	8	1		----	----	----		----	----	----
24.	88.	77.	31.						16	16	15	1	1	6	14		----	23.0	19.7	----	----	23.8	17.9	
24.	ALL	88.			10.1	8.5	9.1		73	19	24		3	7	18		----	32.8	25.8		----	31.8	25.9	
23.	ALL				7.2	----	----		10		2		1	2	2		----		----		----	----	----	
17.		ALL	33.						3	5	6	1	1	5	6	3	----	----	20.7	----	----	----	21.2	----
21.	ALL	97.	45.		6.5	8.1	9.5	----	16	25	21	1		6	10	4	----	28.3	25.5	----		27.1	22.5	----
19.	63.								14	6	7	1	5	3	6	3	----	----	18.2	----	----	----	18.3	----
21.	88.	69.	19.		7.1	7.5	7.9		26	27	20			2	7	3	----	----	32.3			----	28.6	----
21.		38.	13.						3	3	2	1		5	6	2	----	----	----	----		----	----	----
23.									3	3	6			1	3	4	----	----	----			----	----	----
22.									4	2	2		1	2	10	3	----	----	----		----	----	----	----
20.	83.	72.			7.7	8.9	9.0	8.3	33	39	58	11	2	14	22	8	----	36.4	26.2	24.8	----	32.5	26.8	25.7
16.																								
17.									3	1	2	1		1			----	----	----	----		----		
24.	ALL	75.	12.						20	6	15	3	5	10	10	5	----	24.0	20.8	----	----	22.2	18.5	----
26.	95.	96.	18.		6.8	7.5	7.9	4.6	122	166	83	4	20	60	37	16	46.0	35.3	31.9	----	42.9	31.9	25.3	----
10.																								
23.									2	3	14			3	5		----	----	----			----	----	
22.	ALL	95.			4.6	5.7	5.7	7.4	116	66	51	6	7	20	24	1	47.8	35.4	26.1	----	45.0	32.0	25.1	----
2.	99.	91.	55.	14.					85	44	42	1	16	21	32	6	37.8	32.2	28.6	----	34.2	30.7	28.4	----
24.	96.	91.	48.						18	10	13	2	8	13	16	12	28.2	23.2	20.9	----	28.6	23.4	20.8	----
24.	78.	41.							24	14	17	13	9	13	21	18	27.2	24.6	21.5	17.8	25.3	21.7	20.4	17.1
20.	96.	71.	13.		9.0	9.0	9.0	9.0	24	12	11	5	4	9	13	10	----	28.8	25.2	----	----	27.1	25.4	----
25.	ALL	98.			5.9	5.6	6.7		43	43	25	1	9	6	22	1	41.7	32.2	25.6	----	41.5	29.0	22.5	----
23.	ALL	ALL	11.		8.3	7.4	6.3	----	27	67	33	6		16	20	5	----	31.7	26.4	----		30.2	23.9	----
15.		90.	17.		----	6.0	6.4	----		4	5		1	6	18	5		----	----		----	----	----	----
20.	22.	19.			6.6	7.6	8.4	8.9	14	8	11	1	4	8	16	7	----	24.5	19.8	----	----	25.0	20.7	----
22.		87.	30.						4	15	15	8	1		18	4	----	----	20.1	----	----		18.9	----
26.	95.	42.	6.						16	14	21	1	5	10	12	2	----	32.7	25.6	----	----	29.3	27.2	----
21.	ALL	66.	10.		6.0	6.3	8.1	----	7	10	4	1	4	19	6	4	----	25.9	----	----	----	23.5	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INSTITUTE CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
MASSACHUSETTS(CONTD)																				
ENDICOTT COLLEGE	18	III	5		5	5	21.8	----	18.2	15.6	19.5	5		5	5	26.0	----	23.0	18.7	23.6
EPISCOPAL DIVINITY SCHOOL		IIC					21.0		----		20.7					37.6		----		36.4
FITCHBURG STATE COLLEGE		IIB	1	1*	1*	1*	35.9	31.6	27.6	22.1	29.8	1	1	1*	1*	43.8	38.2	33.6	26.8	36.2
FORSYTH DENTAL CENTER		III					----	----	----	----	18.2					----	----	----	----	22.2
FRAMINGHAM STATE COLLEGE		IIA	3	2	1	1	35.4	30.2	27.0	23.5	30.7	3	2	1	1	43.2	36.6	32.9	28.1	37.3
FRANKLIN INSTITUTE OF BOSTON		III			4	3	----	----	20.1	18.6	20.9			4	3	----	----	24.5	22.8	25.4
GORDON COLLEGE		IIB	3	3	3		28.7	24.1	20.1	----	25.6	3	3	3		37.2	30.2	25.9	----	32.9
GORDON-CONWELL THEO.SEMINARY		IIC					30.3	----	22.1		27.3					35.3	----	25.9		32.0
GREENFIELD CMTY COLLEGE		III	5	5	5		26.7	23.0	19.6	----	22.3	4	5	4		32.9	28.5	24.6	----	27.7
HAMPSHIRE COLLEGE		IIB	1	1	2		38.1	28.8	22.4		28.1	1	1	2		45.4	34.5	26.4		33.4
HARVARD UNIVERSITY		I	1*	1	1	3	62.9	34.4	29.6	20.5	47.0	1*	2	1	3	77.0	42.1	36.2	25.1	57.5
HEBREW COLLEGE		IIB					----	----		----	21.8					----	----		----	25.3
HELLENIC COLLEGE		IIC					28.8	----	----	17.1	24.4					32.3	----	----	19.2	27.2
HOLYOKE COMMUNITY COLLEGE	31	III	2	2	1	2	32.6	27.8	25.0	19.7	25.8	3	3	3	4	35.9	31.5	28.2	22.4	29.1
LABOURE COLLEGE		III			4	3	----	----	20.7	18.7	20.2			4	4	----	----	24.8	21.9	23.9
LASELL JUNIOR COLLEGE		III	5	5	5	4	20.9	20.9	16.0	16.9	18.1	5	5	5	5	25.2	25.7	19.6	20.0	21.8
LESLEY COLLEGE		IIC					27.6	23.7	21.2	18.1	22.8					31.1	26.8	24.1	20.6	25.8
MASS. BAY COMMUNITY COLLEGE		III	4	4	4	5	28.1	24.0	20.4	16.3	23.3	4	4	4	4	34.5	29.6	25.6	20.8	28.9
MASSACHUSETTS COLLEGE OF ART		IIC					34.9	25.8	25.6	----	29.4					43.2	32.1	31.8	----	36.5
MASS.COLL.PHARMACY&HLTH SCI.	6	IIC					31.2	26.7	23.0	----	25.5					36.5	31.4	27.1	----	30.0
MASS INST OF TECHNOLOGY		I	1*	1*	1*	1	55.3	38.3	31.8	24.1	45.8	1*	1*	1*	1*	69.4	50.1	40.3	32.8	58.0
MASS MARITIME ACADEMY		IIC					34.1	35.0	30.3	----	33.4					42.2	43.3	37.8	----	41.4
MASSASOIT CMTY COLLEGE		III	4	5	5	4	27.0	23.5	19.5	16.5	22.3	4	4	5	4	33.2	29.1	24.4	21.0	27.7
MERRIMACK COLLEGE		IIB	1	1	2		35.8	29.1	23.1		26.8	1	1	2		43.1	36.0	27.8		32.7
MOUNT HOLYOKE COLLEGE		IIB	1*	1*	1	2	41.8	31.7	24.2	19.7	31.2	1*	1*	1	2	51.9	39.9	29.6	22.2	38.6
MOUNT WACHUSETT COMM.COLLEGE		III	4	4	3	4	27.3	24.3	21.6	17.3	23.4	4	4	4	4	33.5	30.1	26.9	21.9	29.0
NEW ENGLAND COLL.OPTOMETRY		IIC					36.5	30.7	24.9	----	28.5					45.4	37.4	29.8	----	34.8
NEW ENGLAND CONS OF MUSIC		IIC									23.8									27.7
NEW ENGLAND INST.AP.ARTS/SCI		IIC					----				----					----				----
NEW ENGLAND SCH OF LAW		IIC					39.4	34.4	28.9		35.7					47.9	42.0	35.8		43.6
NORTH ADAMS STATE COLLEGE		IIB	1	1	1*	1	36.0	29.5	26.7	21.1	28.9	2	2	1	2	38.0	31.5	28.7	23.1	30.9
NORTH SHORE COMM. COLLEGE		III	4	4	4	4	28.6	24.1	20.2	17.4	22.1	4	4	5	4	33.8	28.7	24.2	21.1	26.5
NORTHEASTERN UNIVERSITY	5	I	3	2	2	4	44.5	34.0	27.3	19.4	34.3	2	1	1	3	55.8	43.7	34.5	25.3	43.6
PINE MANOR COLLEGE		IIB	2		3		31.8	----	21.5		27.2	2		2		38.5	----	26.3		33.0
QUINSIGAMOND CMTY COLLEGE		III	2	2	2	1	32.6	27.7	24.3	21.0	27.3	2	2	2	1	40.1	34.5	30.4	26.6	34.0
REGIS COLLEGE	32	IIB	2	2	2		31.4	26.2	22.2	----	25.6	2	2	2		37.4	31.6	27.9	----	30.9
SALEM STATE COLLEGE		IIA	2	1	1	3	37.2	31.7	25.9	19.9	30.9	2	2	1	2	45.7	39.3	32.5	25.7	38.4
SIMMONS COLLEGE		IIA	1	1	1	1*	42.1	32.5	26.6	23.8	32.8	1	2	2	1	51.8	39.2	31.0	29.6	39.6
SIMON'S ROCK OF BARD COLLEGE		IIB									21.9									27.3
SMITH COLLEGE		IIA	1*	1	2	2	45.5	32.9	25.4	20.4	35.5	1*	1	2	3	56.3	41.1	30.6	24.2	43.8
SOUTHEASTERN MASS.UNIVERSITY		IIA	2	3	1		38.4	28.7	26.2		33.4	2	3	2		46.7	35.2	31.4		40.6
SPRINGFIELD COLLEGE		IIA	3	5	5	5	34.3	25.6	21.4	12.7	25.3	3	5	5	5	42.6	31.6	26.4	16.1	31.4
SPRINGFIELD TECH COMM.COLL.		III	4	4	3	3	27.7	24.3	21.7	18.6	23.3	4	4	3	3	34.0	30.1	27.0	23.5	28.8
STONEHILL COLLEGE		IIB	2	2	2		32.1	25.8	22.9		26.4	2	2	2		39.5	32.1	28.2		32.6
SUFFOLK UNIVERSITY		IIA	1	1*	1*	2	41.7	33.9	27.7	20.6	34.6	1	1	1	3	49.6	40.4	32.8	23.3	41.1
SWAIN SCHOOL OF DESIGN		IIC					----	----	----	----	19.6					----	----	----	----	28.7
TUFTS UNIVERSITY		I	2	1	2	2	47.4	34.9	27.9	21.8	36.1	2	1	1	2	58.0	43.1	34.6	26.8	44.5
UNIVERSITY OF LOWELL		IIA	1*	1*	1*	1*	43.8	35.0	28.7	25.2	35.6	1*	1*	1*	1*	54.4	43.5	35.7	31.5	44.2
UNIV.MASSACHUSETTS-AMHERST		I	2	1	1	1	44.8	35.5	28.6	24.7	38.4	4	4	4	2	46.2	36.9	30.1	26.1	39.8
UNIV OF MASS BOSTON	19	IIA	1*	1*	1*	1*	43.0	34.7	28.9	26.8	35.3	2	2	2	1	45.8	37.4	31.5	29.4	38.0
WELLESLEY COLLEGE		IIB	1*	1*	1*	1*	50.4	34.3	28.9	23.5	35.9	1*	1*	1*	1*	64.9	44.4	36.2	29.1	45.8
WENTWORTH INST OF TECH		III	4	4	3		28.5	24.9	22.8	----	24.7	3	3	2		36.4	31.7	29.1	----	31.5
WESTERN NEW ENGLAND COLLEGE		IIA	1*	1	1	2	44.8	32.6	27.4	20.4	33.3	1	2	2	3	52.5	38.8	32.0	23.4	39.2
WESTFIELD STATE COLLEGE	4	IIC					34.6	29.7	27.4	23.6	30.1					42.2	36.5	33.9	29.5	36.9
WHEATON COLLEGE		IIB	1	1	1		38.3	29.1	23.6	----	31.0	1	1	2		46.0	34.9	28.0	----	37.1
WHEELOCK COLLEGE		IIC					35.9	26.9	20.6	----	25.7					43.7	32.0	23.1	----	30.1
WILLIAMS COLLEGE		IIB	1*	1*	1*		47.0	33.1	26.2	----	35.9	1*	1*	1*		58.3	41.6	33.2	----	44.9
WORCESTER POLYTECHNIC INST.		IIC					44.0	35.1	28.5	20.0	35.7					54.7	44.0	34.7	22.9	44.3
WORCESTER STATE COLLEGE		IIB	1	1*	1*		35.1	31.7	28.9	----	32.3	2	1	1*		39.1	35.4	32.5	----	36.1
MICHIGAN																				
ADRIAN COLLEGE		IIB	3	3	5		29.7	24.4	18.6	----	24.5	2	3	3		38.5	30.9	24.1	----	31.5
ALBION COLLEGE		IIB	1	1	1	3	37.9	31.0	23.4	17.5	29.7	1	1	1	3	46.1	38.2	28.4	20.5	36.1
ALMA COLLEGE		IIB	2	3	3		32.3	25.3	20.6	----	27.2	2	2	3		40.5	32.3	25.5	----	34.1
AQUINAS COLLEGE		IIB	2	2	2	1	31.0	26.6	22.0	20.3	25.5	2	2	2	2	39.2	33.8	26.7	23.9	31.8
CALVIN COLLEGE & SEMINARY		IIB	2	2	1	2	31.8	27.3	24.3	19.0	29.1	2	2	1	2	39.0	33.8	29.6	22.5	35.6
CTR FOR CREATIVE STUDIES		IIC					25.9	24.3	----	19.4	23.9					31.6	29.9	----	23.8	29.3
CENTRAL MICHIGAN UNIVERSITY		IIA	2	2	1	2	37.7	31.3	26.2	20.4	30.8	2	1	1	2	48.0	40.3	33.5	25.8	39.3
CONCORDIA COLLEGE		IIB	4	4	3		27.3	23.5	20.3	----	22.9	3	3	3		33.6	28.4	24.7	----	27.9
DELTA COLLEGE		III	1*	1*	1*	1*	37.7	33.3	28.0	23.9	31.5	1	1*	1*	1*	46.7	41.5	35.2	30.3	39.4
DETROIT COLL.OF BUS.-MAIN		IIC									24.2									30.1
EASTERN MICHIGAN UNIVERSITY		IIA	3	2	1	2	35.1	30.3	25.7	21.6	30.7	3	2	1	1	43.8	38.0	32.5	28.0	38.5
GMI ENGRG.&MGMT.INSTITUTE		IIC					39.0	30.0	28.0	----	32.9					39.0	30.0	28.0	----	32.9
GRAND VALLLEY STATE COLLEGE		IIA	3	3	3		35.1	29.3	24.1	----	30.4	3	3	3		42.9	36.2	30.1	----	37.4
HOPE COLLEGE		IIB	2	2	2	2	31.2	27.5	22.6	19.9	26.7	2	1	1	1	40.5	34.7	29.0	25.5	34.2
JORDAN COLLEGE		IIB			5	5	----		15.1	13.3	13.6			5	5	----		16.6	15.6	15.9
KALAMAZOO COLLEGE		IIB	1	2	2		35.1	26.6	21.9	----	29.8	1	2	1		44.8	33.5	29.0	----	38.1
LAKE SUPERIOR STATE COLLEGE	31	IIB	2	1	1	1	31.7	28.2	24.2	20.0	27.0	2	1	1	1	39.5	35.4	30.4	25.4	33.8
LANSING COMMUNITY COLLEGE	33	III	4	3	2	1	28.6	26.6	23.8	21.2	25.3	3	3	2	1	35.9	33.6	30.4	27.3	32.0
MADONNA COLLEGE		IIB	3	3	3	3	28.5	25.0	20.8	18.3	21.8	4	3	3	3	32.1	29.6	24.3	20.8	25.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.					4.1	----	3.3	----	11		3	1	10	2	10	7	22.1		----	----	21.5	----	----	----
76.	ALL								13				5		1		----				----		----	
22.	ALL	96.	68.		12.0	6.2	9.6	39.5	43	35	50	15	12	22	38	16	36.3	32.5	28.9	22.9	34.8	30.2	25.9	21.3
22.						----	----	----						1	3	4						----	----	----
22.		98.	94.	77. 12.	16.0	18.8	17.4	17.1	42	18	24	6	24	13	23	11	35.8	31.3	26.9	25.6	34.7	28.8	27.1	22.4
22.									4	4	12	7			1		----	----	----	----		----	----	
28.		89.	43.	10.	6.7	8.3	7.9	----	25	13	6	1	2	1	4		----	----	----	----	----	----	----	
17.	ALL			13.	4.0	----	----		16	4	7				1		----	----	----				----	
24.	ALL	76.	23.						16	13	12	1	2	4	10	4	----	----	20.2	----	----	----	19.0	----
19.					1.3	6.4	6.3		12	13	14		2	11	14		----	29.8	22.6		----	27.6	22.2	
22.		97.	1.						506	118	198	27	27	24	80	9	63.3	35.1	29.6	20.6	55.8	31.1	29.6	20.3
16.									2	1		1	1				----	----		----	----			
12.									8	5	2	1			1	6	----	----	----	----			----	----
13.	ALL	ALL	82.		18.9	18.8	19.5	20.0	14	23	16	14	16	9	17	24	33.5	28.4	25.7	20.0	31.7	26.2	24.3	19.5
19.					----	----	4.2	6.9	1	4		1		1	12	14	----	----		----	----	----	----	----
21.		93.	ACC		9.5	12.1	11.1	13.7	3	3	1		12	3	9	10	----	----	----		----	----	----	----
13.		23.	9.						8	16	7	1	5	19	20	10	----	24.7	20.5	----	----	22.9	21.5	----
24.	ALL	58.	13.						21	9	9	5	4	10	15	4	----	24.1	21.9	----	----	23.9	19.5	----
24.	ALL	88.	36.		8.5	8.5	8.5		16	8	6		6	8	8	1	35.7	25.1	25.5		32.5	26.6	25.7	----
18.									6	20	4	3		3	7	2	----	----	----	----		----	----	----
26.	ALL	60.			6.0	8.1	9.0	4.5	571	182	144	25	21	21	25	5	55.5	39.5	32.0	----	49.9	37.3	30.3	----
24.	ALL	83.	64.						25	18	12	1			2		----	----	----	----		----	----	
24.		97.	73.	8.					26	24	19	7	10	9	19	11	27.5	24.1	20.1	17.0	25.8	21.8	18.8	16.2
22.	ALL	ALL	20.		8.3	3.2	3.5		11	37	38		2	3	17		----	----	23.3		----	----	22.5	
24.		98.	84.	1.	4.9	5.6	6.1	----	37	19	33		22	19	45	6	41.3	32.3	24.3		42.7	31.2	24.1	----
24.	ALL	ACC	82.						20	11	12	7	3	3	5	5	----	----	----	----	----	----	----	----
22.		57.	38.						7	7	6	3		1	3	2	----	----	----	----		----	----	----
16.																								
---									1				1				----				----			
22.		87.							13	4	4		2	2	3		----	----	----		----	----	----	
7.	ALL	ACC	63.						23	21	20	13	5	4	7	3	----	----	27.7	----	----	----	23.9	----
20.	ALL	92.	21.		0.2	0.4	0.9	0.4	26	14	16	12	5	12	22	26	----	25.1	21.3	17.5	----	22.9	19.4	17.4
27.		97.	83.	8.	5.7	5.8	6.7	4.8	190	202	153	12	17	74	82	11	44.8	34.6	28.0	19.4	40.8	32.2	25.9	19.5
22.	ALL								8	1	3		5	3	7		----	----	----		----	----	----	
24.	ALL	ALL	48.						21	14	7	6	11	7	14	12	32.6	28.1	25.3	21.7	32.7	27.0	23.8	20.7
21.	ALL	95.	29.		11.8	10.5	13.7	----	3	1	3	1	12	20	21	4	----	----	----	----	----	----	----	----
24.	ALL	94.	63.						77	57	52	4	20	25	43	13	37.5	32.2	26.7	----	36.0	30.4	24.9	----
21.		96.	72.	2.	11.9	13.8	13.1	11.6	28	23	8	6	22	30	46	7	42.2	32.4	24.2	23.8	42.0	32.5	27.0	23.8
24.																								
23.		99.	87.	9.	10.3	7.9	7.0	6.6	82	45	31	5	27	31	39	7	45.7	32.8	25.2	----	45.2	33.0	25.6	----
22.		98.	88.	24.					141	56	33		23	25	21		39.2	29.5	27.1		33.7	27.1	24.8	
24.	ALL	97.	64.						34	23	15	14	7	10	7	9	35.0	26.8	21.7	11.6	31.0	22.9	20.8	14.4
24.		98.	78.	52.					37	25	27	11	12	11	23	27	28.2	24.8	22.1	18.9	26.2	23.1	21.1	18.5
24.	ALL	93.			6.6	6.8	8.0		16	34	20		3	9	4		----	26.1	----		----	24.9	----	
19.		77.	17.		10.7	10.5	9.8	13.8	80	52	35	7	7	8	23	5	41.8	34.3	28.0	----	40.9	30.7	27.1	----
47.									1	3	3	1			1		----	----	----	----			----	
23.		90.	83.		5.6	6.0	5.4	12.1	111	104	82	4	12	37	37	4	47.7	36.0	28.5	----	44.6	32.1	26.8	----
24.		99.	89.	36. 5.	7.1	7.1	7.1	7.1	131	129	91	10	13	38	33	12	43.8	35.4	29.5	27.4	43.1	33.8	26.6	23.3
4.		98.	87.	12. 22.					583	283	129	14	49	69	61	4	45.0	35.7	29.0	----	41.4	34.5	27.7	----
8.		97.	92.	28. 14.	13.1	13.7	13.8	12.1	130	133	55	2	29	68	57	5	43.9	35.2	28.8	----	38.9	33.8	29.1	----
28.		98.	ALL		5.3	6.4	6.8	----	29	23	45	1	34	21	41	6	50.6	33.8	29.6	----	50.3	34.9	28.3	----
28.									25	72	39	3	1	6	8		----	25.0	23.0	----	----	22.9	21.9	
17.		97.	65.	12.	5.6	6.1	7.2	7.2	32	39	32	8	5	7	10	3	----	33.9	28.5	----	----	25.4	24.1	----
23.	ALL	85.	43.		7.6	7.6	7.6	7.6	34	47	36	6	12	12	15	2	35.3	30.1	27.3	----	32.8	29.0	27.9	----
20.	ALL	81.							26	7	6	1	13	9	25	1	38.5	28.5	25.7	----	38.0	29.6	23.1	----
17.	ALL	86.			6.6	7.8	----	----	4	2		1	2	12	9	4	----	----		----	----	----	----	----
25.	ALL	ALL			8.8	9.6	11.7	----	74	12	48	1	2	4	30		----	----	26.4	----	----	----	25.8	
24.		95.	75.	8.	7.1	6.3	6.4	----	64	59	41	5	1	4	7	3	----	----	29.3	----	----	----	23.8	----
12.	ALL	ALL	93.						55	30	28	2	21	11	15	2	35.6	32.5	29.5	----	33.9	29.4	27.8	----
29.		89.	77.	78.					24	17	13	1	4	5	5	4	----	----	----	----	----	----	----	----
22.	ALL	ALL	35.		3.7	4.6	4.6	----	31	24	24	4	8	1	13	6	38.3	----	23.9	----	36.3	----	22.6	----
25.		97.	ALL	23.	6.3	7.3	7.5	----	27	13	9	2	2	2	4	1	----	----	----	----	----	----	----	----
25.	ALL	82.	19.		5.0	5.6	5.6	----	12	27	9	4		6	12	2	----	26.7	23.9	----		26.5	20.5	----
23.		92.	22.		5.1	8.4	10.2	8.9	117	35	18	8	10	6	10	6	31.8	27.2	24.0	19.0	32.1	28.1	25.0	19.2
23.					5.6	8.2	----	----	20	9	4	6	3	3	1		----	----	----	----	----	----	----	----
28.		97.	91.	49. 6.	8.2	8.0	7.9	8.2	175	123	117	34	25	30	53	31	38.0	31.5	26.9	21.0	36.0	30.2	24.5	19.8
22.	ALL	91.	31.						11	9	8	3		2	5		----	----	----	----		----	----	
25.	ALL	ALL	ALL		4.3	4.9	8.5	10.5	30	64	20	13	5	29	30	14	----	33.4	28.5	24.8	----	33.1	27.7	23.1
24.																								
25.		99.	91.	44. 14.	5.8	6.3	6.8	4.6	221	97	85	9	47	42	64	13	35.6	30.8	26.5	22.8	33.1	29.0	24.6	20.8
0.	ALL	89.			9.9	4.6	4.4	----	49	52	15	4		5	3	1	----	----	----	----		----	----	----
23.		94.	88.	24.	6.8	6.5	7.6		61	75	14		4	26	15	2	----	29.8	25.1		----	27.9	23.2	----
28.	ALL	89.	7.		7.6	6.2	7.8	8.5	44	41	36	4	1	14	7	6	----	27.5	22.7	----	----	27.5	21.9	----
17.					----		14.2	9.5	1		4	18			2	22	----		----	14.3			----	12.4
28.	ACC	88.			2.3	3.7	6.3	----	32	20	4	2	2	4	5	1	----	----	----	----	----	----	----	----
26.		87.	86.	59.	14.4	18.6	18.7	19.4	21	38	20	8	2	5	9	4	----	----	24.5	----	----	----	23.5	----
27.					4.0	4.0	4.0	4.0	38	51	40	16					----	----	----	----				
15.		18.		3.	4.0	7.0	5.6	6.0	3	6	13	5	8	6	16	19	----	26.3	21.2	----	----	23.7	20.5	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
MICHIGAN(CONTD)																				
MERCY COLLEGE OF DETROIT		IIB	3	3	4	3	28.4	23.8	19.9	17.8	22.3	3	3	4	3	33.6	29.0	23.7	21.1	26.7
MICHIGAN STATE UNIVERSITY	3	I	4	4	3	2	40.3	30.4	25.8	21.3	34.4	4	3	2	2	49.2	38.1	32.7	27.3	42.5
MICHIGAN TECHNOLOGICAL UNIV.		IIA	1*	1	1	2	43.9	32.4	27.2	20.5	31.9	1*	1	1	2	54.1	40.0	33.6	25.4	39.4
NAZARETH COLLEGE		IIC					----	21.5	17.7	15.6	19.7					----	24.0	20.2	17.0	22.0
NORTHERN MICHIGAN UNIVERSITY		IIA	3	3	4	3	35.3	29.5	23.5	19.8	28.9	3	2	3	2	44.2	37.2	29.8	25.1	36.4
NORTHWESTERN MICHIGAN COLL.		III	1	2	2	2	34.6	29.0	23.9	19.7	28.7	1	2	2	2	43.1	36.3	30.3	25.3	35.8
OAKLAND UNIVERSITY		IIA	2	3	2	1	38.5	29.8	25.2	22.0	30.3	1	2	1	1	49.7	39.2	33.0	28.7	39.6
OLIVET COLLEGE		IIB	5	5	5		24.1	19.7	16.6	----	19.8	5	5	5		29.0	24.2	19.8	----	23.9
REFORMED BIBLE COLLEGE		IIC					----	----	----		21.0					----	----	----		25.4
SAGINAW VALLEY STATE COLLEGE		IIA	4	4	2	1	32.5	27.7	25.3	22.8	28.8	4	3	2	1	41.1	35.3	32.3	29.3	36.5
SIENA HEIGHTS COLLEGE		IIB		4	4			21.3	19.2	----	19.5		4	4			26.4	23.1	----	23.6
SPRING ARBOR COLLEGE		IIB	5	5	5		21.9	19.5	17.3	----	19.1	5	5	5		25.8	23.7	20.4	----	22.8
UNIVERSITY OF DETROIT	34	I	5	4	4	3	34.9	30.3	24.8	20.0	29.6	5	4	4	4	42.7	37.2	30.0	23.8	36.2
UNIV MICHIGAN-ANN ARBOR		I	1	1	1	2	48.1	35.9	29.5	20.9	39.5	2	1	1	2	58.1	44.5	36.9	26.7	48.3
UNIV MICHIGAN-DEARBORN		IIA	3	4	3		35.9	27.2	23.8		28.4	2	3	2		44.5	34.4	30.5		35.9
UNIV MICHIGAN-FLINT		IIB	1	1	1*		38.0	30.0	25.9	----	28.7	1	1	1*		47.0	37.7	32.8	----	36.1
WAYNE STATE UNIVERSITY	20	I	4	4	4	4	40.7	30.6	24.7	19.0	31.8	3	4	4	3	49.5	37.0	30.8	24.1	39.1
WESTERN MICHIGAN UNIVERSITY		I	5	4	4	4	36.8	29.7	25.3	18.7	31.3	5	4	3	4	45.2	36.9	31.5	23.4	38.7
WESTERN THEOLOGICAL SEMINARY		IIC					28.3	----	----		26.9					33.1	----	----		31.6
WILLIAM TYNDALE COLLEGE		IIC						----	----	----	17.2						----	----	----	21.2
MINNESOTA																				
AUGSBURG COLLEGE	1	IIB	4	5	4	5	27.4	20.9	19.5	14.1	21.8	3	4	3	5	36.2	26.7	24.2	16.2	27.8
BEMIDJI STATE UNIVERSITY	1	IIA	2	2	2	2	38.9	31.2	25.0	20.9	32.1	2	2	2	2	47.7	38.6	31.2	26.4	39.6
BETHEL COLLEGE AND SEMINARY		IIB	3	4	3	3	28.1	23.6	20.2	17.5	23.3	3	3	3	3	35.7	30.6	25.2	21.5	29.5
CARLETON COLLEGE		IIB	1	1*	1	1*	40.6	31.8	24.7	22.1	33.9	1	1	1	1	49.1	37.8	28.9	25.1	40.5
COLLEGE OF SAINT BENEDICT		IIB	2	2	2	2	32.3	27.1	22.1	19.0	23.6	2	2	2	3	40.1	32.6	26.4	21.7	28.2
COLLEGE OF ST. CATHERINE		IIB	2	2	2	2	32.4	26.5	22.1	18.5	25.0	2	2	3	2	38.5	31.8	26.0	22.8	29.9
COLLEGE OF ST. SCHOLASTICA		IIB		3	3	2	----	23.7	21.1	19.7	21.4		4	4	2	----	27.4	23.8	22.7	24.8
COLLEGE OF SAINT TERESA		IIB	5	4	5		24.4	22.8	18.4	----	20.8	5	4	5		29.1	26.6	21.6	----	24.4
COLLEGE OF SAINT THOMAS		IIA	2	2	2	2	39.2	31.4	24.7	21.1	28.1	2	2	3	3	46.9	37.0	29.1	24.7	33.2
CONCORDIA COLLEGE-MOORHEAD		IIB	2	2	2	3	33.0	27.9	22.8	17.4	26.4	2	1	2	4	40.6	35.1	26.8	19.9	32.1
CONCORDIA COLLEGE-ST.PAUL		IIB	5	4	4		23.2	22.1	18.7	----	20.7	5	4	4		28.0	26.9	23.0	----	25.3
GUSTAVUS ADOLPHUS COLLEGE		IIB	2	2	3	2	32.7	26.8	20.8	18.6	26.2	2	2	3	2	42.3	33.1	25.9	23.2	32.9
HAMLINE UNIVERSITY		IIB	2	4	3		31.0	23.5	20.1	----	26.1	2	3	3		39.1	29.2	24.6	----	32.7
LUTHER NORTHWESTRN THEOL SEM		IIC					28.4	25.5	22.7	----	24.2					34.0	30.5	27.5	----	31.4
MACALESTER COLLEGE		IIB	1	1	2	2	37.9	29.8	22.6	19.1	30.7	1	1	2	2	45.6	36.0	27.0	22.5	36.9
DR MARTIN LUTHER COLLEGE		IIC					14.3	----	----		14.2					19.6	----	----		19.5
METROPOLITAN STATE UNIV.	1	IIB	1	1*	1*		38.0	31.8	25.7		31.2	1	1	1		45.5	37.9	30.6		37.2
MINNEAPOLIS C-ART DESIGN		IIC					29.4	25.8	20.4	----	24.5					34.7	29.9	23.8	----	28.4
MINNESOTA BIBLE COLLEGE		IIC					19.3			----	18.9					26.8			----	25.7
MOORHEAD STATE UNIVERSITY		IIA	2	1	1	3	39.5	32.1	25.7	19.9	31.5	2	2	2	3	47.8	39.6	32.1	25.0	38.8
NORTHWESTERN COLLEGE		IIB	3	3	3		28.6	24.3	20.8		23.5	3	3	3		34.8	29.3	24.5		28.0
ST.CLOUD STATE UNIVERSITY	1	IIA	1	2	2	4	39.6	30.9	25.2	19.0	31.8	2	2	2	3	47.7	37.8	31.3	24.2	38.6
SAINT JOHN'S UNIVERSITY		IIB	1	1	1	2	36.7	30.1	23.9	19.3	27.0	1	1	1	2	48.6	37.7	29.0	22.4	33.6
SAINT MARY'S COLLEGE		IIA	5	5	5		31.2	25.4	21.6		24.6	5	5	5		37.3	30.5	24.9		29.1
ST.OLAF COLLEGE		IIB	1	1	1	1	38.5	29.7	23.5	21.2	29.4	1	1	2	1	46.5	36.0	27.7	24.4	35.3
ST. PAUL BIBLE COLLEGE		IIB		4	3	3	----	22.7	20.5	18.1	21.1		4	3	3	----	27.5	25.2	21.6	25.6
SOUTHWEST STATE UNIVERSITY	1	IIB	1	1*	1*		39.4	31.5	26.0	----	33.4	1	1	1*		46.7	37.7	31.6	----	39.9
UNITED THEOLOGICAL SEMINARY		IIC					24.8	----	----		23.2					31.3	----	----		29.3
UNIV MINNESOTA-TWIN CITIES		I	3	2	1	1	44.4	32.7	28.0	23.6	37.6	2	2	1	1	55.1	41.4	35.7	30.3	47.1
U OF MINNESOTA DULUTH		IIA	1	1	1	2	40.8	32.5	25.8	21.6	31.3	1	1	1	1	51.0	41.1	33.1	28.1	39.7
UNIV MINNESOTA-MORRIS		IIB	1	1	2	1	39.1	30.0	23.3	20.1	27.8	1	1	1	1	49.0	38.1	30.0	26.0	35.5
UNIV MINN-TECH COLL,CRKSTON		III		1	1	1	----	29.5	25.9	21.0	26.4		1	1	1	----	37.5	33.2	27.1	33.8
U OF MINN TECH C-WASECA		III		2	1		----	27.9	25.7	----	27.4		2	1		----	35.6	33.0	----	35.0
WINONA STATE UNIVERSITY	1	IIA	2	2	2	5	39.1	31.2	25.3	17.8	32.0	2	2	2	4	48.2	39.0	32.0	22.8	39.9
MISSISSIPPI																				
ALCORN STATE UNIVERSITY		IIB	3	3	2	4	30.3	25.4	21.9	16.4	21.3	3	3	2	4	36.4	30.6	26.6	20.2	25.9
BELHAVEN COLLEGE		IIB	5	5	5		24.0	20.5	18.3	----	19.9	5	5	5		28.6	24.4	21.4	----	23.5
BLUE MOUNTAIN COLLEGE		IIB			5	4		----	16.8	16.5	17.5			5	4		----	19.3	18.9	20.1
DELTA STATE UNIVERSITY		IIA	5	5	5	3	31.2	25.2	21.9	19.3	24.9	5	5	4	3	37.8	30.6	26.7	23.4	30.2
JACKSON STATE UNIVERSITY		IIA	5	4	4	4	30.0	26.8	22.9	18.8	25.2	5	5	4	4	35.4	31.7	27.2	22.5	29.8
MILLSAPS COLLEGE		IIB	3	3	3		29.8	25.5	20.5	----	24.9	3	3	4		36.0	30.1	23.9	----	29.5
MISSISSIPPI ST UNIVERSITY		I	5	5	4	5	36.2	28.9	24.7	18.2	30.4	5	5	5	5	42.6	34.1	29.2	21.7	35.9
MISS UNIVERSITY FOR WOMEN		IIA	5	5	4	2	30.3	25.2	23.2	20.8	25.7	5	5	4	3	36.2	30.1	27.7	25.0	30.7
MISSISSIPPI VALLEY STATE U.		IIB	3	3	3	3	28.0	24.3	20.5	17.6	22.3	4	3	3	3	32.9	29.1	24.6	21.2	26.6
REFORMED THEOLOGICAL SEM		IIC					30.6	----			29.8					38.1	----			37.1
ROST COLLEGE		IIB		5	5	5	----	18.7	17.0	15.3	17.8		5	5	5	----	21.5	19.5	17.7	20.5
UNIVERSITY OF MISSISSIPPI		I	5	5	5	5	37.2	29.0	23.1	17.3	28.6	5	5	5	5	43.9	34.7	27.5	20.9	34.0
UNIV SOUTHERN MISSISSIPPI		I	5	4	5	4	36.9	29.7	24.3	18.7	28.5	5	4	5	4	43.6	35.3	29.0	22.5	33.8
WILLIAM CAREY COLLEGE		IIB	5	5	5	5	21.4	16.8	15.5	14.2	17.1	5	5	5	5	26.6	20.5	19.0	17.5	21.0
MISSOURI																				
ASSEMBLIES GOD GRADUATE SCH.		IIC					----	----	----		24.4					----	----	----		28.1
AVILA COLLEGE		IIB	4	4	4	3	25.3	23.2	19.9	18.4	21.7	5	4	4	3	28.9	26.6	22.3	20.7	24.6
BAPTIST BIBLE COLLEGE		IIC					20.6				20.6					22.0				22.0
CALVARY BIBLE COLLEGE		IIC					----	----	----	----	15.2					----	----	----	----	17.5
CARDINAL GLENNON COLLEGE		IIC					----	----	----		----					----	----	----		----
CENTRAL BIBLE COLLEGE		IIC					----	21.7	19.3	14.7	19.6					----	24.9	22.2	16.9	22.6
CENTRAL CHRISTIAN COLL.BIBLE		IIC					----	----			21.4					----	----			23.6
CENTRAL METHODIST COLLEGE		IIB	4	5	4	3	26.8	20.7	19.9	17.5	21.4	4	5	4	3	31.4	24.4	23.9	21.5	25.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	83.	66.	17.		5.0	5.6	6.6	6.7	8	13	7		4	16	23	12	----	25.0	19.5		----	22.8	20.0	----
24.	99.	95.	10.						893	326	252	36	79	88	125	24	40.7	31.0	26.5	21.9	35.3	28.2	24.4	20.5
24.	89.	88.	28.		4.6	5.5	5.4	6.6	74	95	103	24	2	10	15	13	----	32.5	27.4	21.1	----	30.9	25.6	19.3
12.		80.	8.		----	13.7	10.2	----	1	5			4	5	13	6	----	----			----	----	----	----
26.	98.	94.	37.		7.2	9.2	9.9	7.2	123	60	15	15	12	24	23	20	35.5	30.1	23.0	19.4	32.9	28.0	23.8	20.0
26.	ALL	ALL	92.	89.	5.3	8.6	9.0	9.4	22	18	23	12	2	1	14	7	----	----	24.1	20.0	----	----	23.4	19.1
30.	95.	90.	1.	6.	6.8	7.8	9.2	9.0	93	108	52	12	8	18	41	22	38.9	29.9	26.8	23.5	34.2	29.6	23.1	21.2
21.	77.	33.			11.2	11.3	7.0		13	7	11			2	4	1	----	----	----			----	----	----
21.					----	----	----		1	4	2			1			----	----	----			----		
27.	96.	72.	12.	18.	5.0	6.4	6.0	5.8	47	26	16	4	4	13	9	7	----	28.4	26.3	----	----	26.4	23.6	----
21.						6.0	6.1	----		8	16	1		6	10	4		22.7	19.4	----		19.5	19.0	----
19.	ALL	71.	56.		5.1	6.2	6.6	----	9	12	7	2		5	2	2	----	----	----	----		----	----	----
22.	96.	83.	24.		0.5	0.5	0.4	----	62	57	46	3	7	14	24	5	35.4	32.0	26.0	----	30.6	23.3	22.5	----
22.	97.	84.			6.7	7.5	8.5	6.1	796	269	248	16	56	79	104	15	48.6	36.6	30.3	22.3	41.0	33.5	27.5	19.3
26.	ALL	93.			7.9	9.0	10.4		53	48	22		6	11	11		36.3	27.4	25.2		32.1	26.4	21.1	
26.	ACC	65.	2.		6.6	6.8	6.0	----	29	41	23	2	4	10	19		----	30.4	26.7	----	----	28.6	24.9	----
23.	98.	89.	34.						278	235	109	7	35	72	67	10	41.1	30.1	25.0	20.0	37.1	29.4	24.2	18.3
23.	ALL	89.	44.		5.9	5.4	5.8	6.0	275	202	102	13	28	67	40	19	37.1	30.2	26.0	19.4	33.8	28.7	23.3	18.2
17.	ALL				7.0	----	----		7	2	1		1				----	----	----		----			
24.										3	2	5		1				----	----	----		----		
28.	ALL	97.	33.		5.3	5.3	5.3	----	18	26	10	2	3	9	8	4	----	21.2	19.8	----	----	20.0	19.1	----
23.	ALL	76.	47.						65	42	28	6	7	7	23	2	38.9	31.2	25.5	----	39.3	31.1	24.4	----
27.	89.	59.	7.		1.9	2.1	2.5	2.5	30	22	18	8	5	5	10	7	----	----	20.5	17.6	----	----	19.7	17.4
20.	99.	77.	8.		8.1	9.5	11.2	14.1	69	16	19	2	5	10	19	6	----	32.5	24.6	----	----	30.7	24.8	----
20.	ALL	95.	28.		6.0	6.1	6.7	8.3	5	10	19	7	3	10	27	8	----	27.1	21.8	19.6	----	27.1	22.3	18.5
19.	ACC	91.	4.		5.3	5.5	5.5	----	6	22	11	1	5	24	16	10	----	26.6	22.2	----	----	26.4	22.0	----
16.		69.	24.		----	14.0	9.0	11.3	1	12	8	9	3	4	13	11	----	----	23.1	21.0	----	----	19.8	18.7
17.	83.	54.	11.		----	8.2	8.7	----	4	5	8		2	8	11	1	----	----	18.0		----	----	18.6	----
18.	87.	88.	3.		7.2	6.5	6.9	8.2	21	49	62	14	2	11	28	8	----	31.5	25.4	21.4	----	31.0	23.2	20.7
22.	ALL	93.	59.		5.5	5.0	5.2	5.0	36	37	24	10	4	4	15	11	----	----	23.2	17.5	----	----	22.1	17.2
22.	ACC	69.	6.		5.0	5.0	5.1	----	11	14	11	2		2	7	1	----	----	18.7	----	----	----	18.6	----
26.	95.	96.	9.		5.1	7.0	7.8	9.6	38	45	18	9	1	11	17	4	----	27.1	21.3	----	----	25.5	20.3	----
25.	95.	87.	15.		-0.0	0.1	0.1	----	37	19	13		2	4	7	1	----	----	19.7		----	----	20.9	----
20.	97.	65.							30	15	8	2		2	1	1	----	----	----	----		----	----	----
20.	ALL	92.	33.		9.5	10.8	10.8	12.7	50	23	14	6	4	1	13	7	----	----	22.8	19.5	----	----	22.5	18.8
37.									47				3		4		----				----		----	
19.	86.	55.	20.		7.1	4.1	5.2		4	7	4		3	4	6		----	----	----		----	----	----	
16.					7.6	3.8	9.4	----	7	17	2		1	2	7	3	----	----	----		----	----	----	----
36.					6.4				9				1			1	----				----			----
23.	98.	91.	54.		8.1	4.1	5.5	5.4	79	50	58	11	14	18	34	10	39.7	32.2	25.6	20.8	38.0	31.8	25.7	18.9
20.					4.6	8.2	6.8		8	8	12			3	7		----	----	21.3		----	----	19.9	
22.	99.	90.	57.						175	64	100	20	22	15	43	20	39.7	31.1	25.8	19.4	38.3	30.1	23.9	18.6
24.	91.	98.	34.		5.1	5.5	5.4	8.4	11	41	36	9		4	8	2	----	----	24.2	----		----	22.8	----
18.	ALL	89.	24.		9.4	7.1	3.6	----	12	22	25			5	8		----	----	21.9			----	20.5	
20.	ALL	97.	17.		5.5	5.8	7.0	6.4	52	60	34	5	2	14	30	11	----	30.0	23.9	----	----	28.7	23.1	----
21.		83.	30.		----	6.9	5.8	7.0	4	6	8	5	1		2	3	----	----	----	----	----		----	----
19.	ALL	81.	55.		5.0	6.0	6.4		40	28	20	1	2	9	2		----	31.7	----	----	----	30.9	----	
26.	ALL				16.9	----	----		8	1				1	2		----	----				----	----	
25.	99.	91.	13.		7.3	8.3	8.3	7.4	820	350	205	11	69	112	141	23	44.6	33.2	28.9	26.9	41.2	31.1	26.8	22.0
27.	96.	99.	32.						74	86	59	24	3	20	34	11	----	33.1	26.3	22.5	----	30.0	24.9	19.6
27.	ALL	96.	39.		7.8	7.7	9.4	7.0	19	22	20	11	1	4	11	7	----	----	23.5	20.8	----	----	22.9	19.0
28.		94.	79.		----	6.1	6.5	7.3	1	16	16	5		1	8	4	----	----	26.9	----		----	23.9	----
28.		73.	35.						5	12	16			3	1	1	----	----	----			----	----	----
25.	96.	81.	55.		2.4	5.3	6.1	6.9	70	45	27	5	6	18	24	5	39.1	31.5	25.2	----	39.1	30.7	25.4	----
22.	83.	46.	10.						10	17	34	30	8	7	25	31	29.5	25.6	22.1	17.3	31.3	24.6	21.6	15.7
18.	67.	29.	20.						6	4	7			3	8	1	----	----	18.4			----	18.1	----
15.			58.							3	4	4		1	8	4		----	----	----		----	----	----
21.	83.	37.	9.		8.0	8.9	10.9	0.0	47	25	33	14	7	10	13	25	31.2	25.2	22.2	20.2	31.5	25.2	21.1	18.8
18.	89.	68.	39.		8.0	5.6	6.2	7.4	45	61	60	13	19	32	37	25	30.3	27.7	23.3	19.3	29.3	25.1	22.3	18.6
18.	ACC	81.	14.		6.1	6.7	6.6	----	22	18	16		1	3	6	3	----	----	21.1		----	----	18.8	----
18.	84.	75.	64.						315	204	128	33	24	35	35	20	36.5	29.4	25.1	19.4	32.5	26.1	22.9	16.3
20.	97.	81.	41.		6.5	8.5	8.5	----	22	5	8	2	14	11	31	10	30.7	----	23.0	----	29.7	----	23.2	----
19.	81.	52.	39.		3.9	4.6	6.5	7.5	16	22	23	12	5	3	18	9	----	----	20.6	18.1	----	----	20.2	17.0
25.									11	3							----	----						
15.									4	6	8	8		1	2	10	----	----	----	15.9		----	----	14.9
19.	91.	79.	20.		3.0	4.1	4.4	0.7	128	102	89	17	3	18	35	27	----	29.3	24.0	17.5	----	27.8	20.8	17.3
19.	83.	58.	18.		3.5	5.5	5.2	1.8	127	131	100	28	11	36	77	37	37.0	30.1	24.9	19.1	35.7	28.3	23.6	18.5
23.	46.	25.	21.						11	3	8	3	2	5	11	6	----	----	15.5	----	----	----	15.6	----
15.									2	5	1						----	----	----					
14.					0.0	0.0	0.0	0.0	5	6	10	1	4	15	12	6	----	23.2	20.0	----	----	23.2	19.8	----
7.									18				17				23.8				17.3			
16.									2	2	3	2		1			----	----	----	----		----		
---					----	----	----		1	2	1						----	----	----					
15.									3	6	7	4		3	2	3	----	----	----	----		----	----	----
10.					----	----			5	2							----	----						
19.	ALL	69.	18.		5.0	5.2	5.0	4.9	11	11	9	2		2	8	5	----	----	20.0	----		----	19.8	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
M I S S O U R I (CONTD)																				
CENTRAL MISSOURI STATE UNIV.		IIA	4	3	3	4	32.7	28.5	23.7	18.4	27.0	4	4	4	4	38.1	33.3	27.8	22.1	31.6
COLUMBIA COLLEGE		IIB	5	5	4	4	22.6	19.2	19.3	16.8	19.7	5	5	4	3	26.9	22.6	23.1	20.7	23.5
CONCEPTION SEMINARY COLLEGE		IIC									----									----
CONCORDIA SEMINARY		IIC					23.2	20.5	15.6	----	19.8					34.6	30.6	25.5	----	30.1
COVENANT THEOLOGICAL SEM	1	IIC					----	23.9			23.7					----	27.6			27.5
CULVER-STOCKTON COLLEGE		IIB	3	4	4		28.5	21.9	18.9	----	22.1	3	4	4		33.8	26.1	21.8	----	26.0
DRURY COLLEGE		IIB	3	4	4	3	29.3	23.2	18.8	18.1	23.7	3	4	5	3	34.0	27.0	21.7	20.9	27.5
EDEN THEOLOGICAL SEMINARY		IIC					25.4	----	----		23.4					30.2	----	----		27.9
EVANGEL COLLEGE		IIB	4	4	4	5	24.6	22.0	18.7	13.6	20.5	5	4	4	5	28.9	25.5	21.8	16.1	23.9
FLORISSANT VLY-ST. LOUIS CC		III	1	1	2	3	35.5	30.0	24.0	19.0	30.0	1	2	2	3	42.2	35.9	28.9	23.1	35.9
FOREST PARK-ST LOUIS CC		III	1	1	2	3	35.3	30.4	24.4	19.2	29.0	2	2	2	3	41.9	36.3	29.3	23.4	34.7
FONTBONNE COLLEGE		IIB	5	5	5	5	22.0	17.3	15.2	14.0	16.8	5	5	5	5	27.0	20.6	17.5	16.2	19.9
HARRIS-STOWE STATE COLLEGE		IIC					----	----	22.8	----	23.0					----	----	26.5	----	26.8
KANSAS CITY ART INSTITUTE		IIC					28.4	21.9	----		25.3					32.8	25.5	----		29.2
LINCOLN UNIVERSITY	4	IIA	5	5	5	4	29.2	24.7	21.1	18.6	22.3	5	5	5	4	34.6	29.4	25.2	22.2	26.5
LINDENWOOD COLLEGES		IIA	5	5	5		26.6	22.8	18.9	----	21.4	5	5	5		32.0	27.3	22.4	----	25.5
LOGAN COLL.OF CHIROPRACTIC		IIC					----	25.0	19.8	18.9	21.1					----	28.8	23.2	22.2	24.6
MARYVILLE COLLEGE-ST.LOUIS		IIB	3	4	5		28.2	22.8	18.1		23.1	4	4	5		32.4	26.5	20.8		26.6
MERAMEC-SAINT LOUIS CC		III	1	1	3	2	34.9	30.2	22.8	20.8	29.1	2	2	3	2	41.3	36.0	27.5	25.2	34.8
MISSOURI BAPTIST COLLEGE		IIB			5	5	----	----	17.1	15.1	16.2			5	5	----	----	20.7	18.4	19.7
MISSOURI SOUTHERN STATE COLL		IIB	2	1	1	2	33.0	28.4	24.0	19.9	25.8	3	2	2	2	37.0	31.9	27.0	22.6	29.1
MISSOURI VALLEY COLLEGE		IIB		5	5		----	19.0	17.7	----	18.0		5	5		----	22.4	20.3	----	20.9
MISSOURI WESTERN STATE COLL		IIB	2	2	2	3	32.0	28.0	22.7	17.4	24.7	3	2	3	4	36.2	31.7	25.9	20.0	28.1
NAZARENE THEOLOGICAL SEM		IIC					27.4	26.4	----		26.8					35.3	33.5	----		34.4
NORTHEAST MISSOURI ST.UNIV.		IIA	4	3	4	4	33.5	29.4	23.6	18.0	25.9	4	4	4	4	38.7	34.1	27.6	21.4	30.1
NORTHWEST MISSOURI ST UNIV		IIA	5	5	5	4	30.9	25.9	21.5	18.7	24.2	5	5	5	4	35.8	30.1	25.1	21.9	28.1
PARK COLLEGE		IIB	5	5	5		23.4	17.8	17.5	----	18.6	5	5	5		26.8	20.6	20.3	----	21.5
ROCKHURST COLLEGE		IIB	2	2	1	1*	33.3	27.9	23.7	22.9	26.8	2	2	2	1	37.8	31.7	26.7	25.1	30.3
SAINT LOUIS CHRISTIAN COLL.		IIC					17.6				17.6					21.3				21.3
ST.LOUIS COLLEGE OF PHARMACY		IIC					----	----	26.3	----	28.0					----	----	30.1	----	32.4
SAINT LOUIS U MAIN CAMPUS	6	I	4	4	4	2	40.6	29.6	25.5	21.7	32.9	4	5	4	3	47.4	34.7	29.9	25.4	38.6
ST. MARY'S COLL. OF O'FALLON		III				4	----			17.0	17.1				5	----			19.0	19.1
ST. MARY'S SEMINARY COLLEGE		IIC							----		----							----		----
SAINT PAUL'S COLLEGE		III			5	5	----	----	14.4	11.6	14.2			5	5	----	----	20.6	17.4	20.3
SCHOOL OF THE OZARKS		IIB	4	4	4		27.0	22.1	19.7		22.5	4	4	4		32.7	27.0	23.4		27.1
SOUTHEAST MISSOURI ST.UNIV.		IIA	4	4	4	4	32.3	26.7	22.7	18.9	25.3	4	4	4	3	38.6	32.2	27.7	23.4	30.6
SOUTHWEST BAPTIST UNIVERSITY		IIB	4	5	5	3	25.8	19.7	18.1	17.5	20.6	4	4	4	2	32.7	25.4	23.9	22.8	26.6
SOUTHWEST MISSOURI ST.UNIV		IIA	4	4	2	3	33.9	28.2	24.7	19.4	27.5	4	4	3	4	39.0	32.7	28.7	22.8	31.8
STEPHENS COLLEGE		IIB									19.7									24.0
UNIV MISSOURI-COLUMBIA		I	5	5	4	3	37.4	28.4	25.3	19.8	31.2	5	5	4	4	44.8	34.3	30.6	24.0	37.5
UNIV MISSOURI-KANSAS CITY		I	5	5	5	5	36.9	29.1	23.5	17.8	30.5	5	5	5	5	44.1	34.9	28.1	21.5	36.5
UNIV MISSOURI-ROLLA		IIC					40.5	31.7	28.6	----	35.5					48.4	38.3	34.5	----	42.7
UNIV MISSOURI-ST.LOUIS		IIA	2	3	2	1*	39.3	29.4	25.4	25.7	30.3	2	3	2	1*	47.0	35.5	30.5	30.7	36.4
WASHINGTON UNIVERSITY	19	I	2	2	2	2	45.7	33.4	26.8	21.0	37.8	2	2	3	3	55.1	40.3	32.2	25.2	45.6
WEBSTER UNIVERSITY		IIA	5	4	4	5	31.5	27.4	22.3	16.6	25.9	4	4	4	5	38.0	33.0	26.7	20.2	31.2
WESTMINSTER COLLEGE		IIB	2	3	2		31.0	25.3	22.6	----	25.3	3	3	2		36.4	29.8	26.2	----	29.6
WILLIAM JEWELL COLLEGE		IIB	3	3	3	3	29.0	23.7	20.7	18.2	23.7	3	4	3	3	35.7	28.0	25.0	21.1	28.6
WILLIAM WOODS COLLEGE		IIB	4	4	5	3	26.3	21.1	18.5	17.8	19.7	4	4	5	3	32.6	25.9	21.4	20.6	23.4
M O N T A N A																				
CARROLL COLLEGE		IIB	3	3	3		29.6	23.9	20.2	----	22.8	3	4	4		35.2	27.7	23.2	----	26.4
COLLEGE OF GREAT FALLS		IIB	5	5	4		24.5	20.1	18.8	----	20.3	5	5	4		28.2	23.1	22.6	----	23.4
EASTERN MONTANA COLLEGE		IIB	2	2	2	2	31.3	26.3	22.3	19.1	25.5	3	2	2	2	37.3	31.6	27.0	23.2	30.6
MONTANA COLL.MIN.SCI.& TECH.		IIC					37.6	30.6	24.9	18.6	29.0					44.3	36.5	29.9	22.6	34.5
MONTANA STATE UNIVERSITY		IIA	3	3	3	3	35.8	28.8	24.0	19.2	28.9	3	3	3	4	42.2	34.4	28.8	23.2	34.4
NORTHERN MONTANA COLLEGE		IIB	3	2	1	1	29.7	26.1	24.2	20.9	24.6	3	3	1	1	35.4	31.2	29.0	25.2	29.5
ROCKY MOUNTAIN COLLEGE		IIB	5		5		24.0	----	17.5	----	19.8	4		5		30.1	----	21.7	----	24.8
UNIVERSITY OF MONTANA		I	5	5	5		32.4	26.0	22.4	----	29.2	5	5	5		38.5	31.2	27.0	----	34.9
WESTERN MONTANA COLLEGE		IIC					30.0	25.8	21.3		24.7					38.0	30.8	25.7		29.6
N E B R A S K A																				
BELLEVUE COLLEGE		IIB		4	4			23.1	19.4	----	20.1		4	4			26.5	22.4	----	23.2
CHADRON STATE COLLEGE		IIB	2	2	2	3	32.7	28.1	22.1	18.2	26.0	2	2	3	3	37.8	32.7	25.8	21.4	30.2
COLLEGE OF SAINT MARY		IIB		3	3	2	----	24.4	21.5	18.8	21.0		3	3	3	----	28.8	24.1	20.8	23.7
CONCORDIA TEACHERS COLLEGE		IIC					24.3	21.6	18.6	----	21.3					28.8	26.5	24.1	----	26.2
CREIGHTON UNIVERSITY		IIA	1	2	3	3	39.6	31.4	23.7	19.6	28.7	2	3	4	4	44.8	35.7	27.2	22.6	32.8
DANA COLLEGE		IIB	4	4	4		24.6	21.1	19.1	----	20.5	4	4	4		31.3	25.5	22.2	----	24.6
DOANE COLLEGE		IIB	4	4	3		26.5	23.2	20.3	----	22.5	4	4	4		30.9	27.9	23.3	----	26.2
GRACE COLLEGE OF THE BIBLE	4	IIC									17.3									21.1
HASTINGS COLLEGE		IIB	3	3	3	4	28.1	23.8	20.2	16.7	22.6	3	3	4	4	35.3	28.8	23.8	19.3	27.4
KEARNEY STATE COLLEGE		IIA	5	5	5	5	31.2	25.9	21.5	17.5	24.9	5	5	5	5	36.1	30.1	25.1	20.6	29.0
MIDLAND LUTHERAN COLLEGE		IIB	4	4	3	3	25.4	21.7	20.6	17.9	20.9	4	4	4	3	30.3	25.7	23.8	20.5	24.4
NEBRASKA CHRISTIAN COLLEGE		IIC					----	----			----					----	----			----
NEBRASKA WESLEYAN UNIVERSITY		IIB	4	4	3		27.5	23.1	20.1	----	23.4	3	3	3		34.8	28.4	24.3	----	28.8
PERU STATE COLLEGE		IIB	4	3	2	3	25.4	25.2	22.3	17.3	22.5	4	3	3	4	29.6	29.2	25.9	20.3	26.1
UNION COLLEGE		IIB	5	5	4	3	21.6	20.2	19.7	17.4	19.9	5	5	4	3	24.9	23.4	22.9	20.7	23.2
UNIV NEBRASKA-LINCOLN	1	I	4	4	4	5	37.9	29.2	24.8	16.9	32.0	5	5	5	5	44.4	34.7	29.6	20.7	37.8
UNIV NEBRASKA AT OMAHA		IIA	4	4	4	2	34.0	27.7	22.3	21.3	27.9	4	4	4	2	40.2	33.0	26.9	25.7	33.1
WAYNE STATE COLLEGE		IIA	4	5	4	4	33.8	26.3	22.8	19.0	25.6	4	5	5	4	39.1	30.6	26.6	22.4	29.9
YORK COLLEGE		III		5	5		----	20.9	16.3	----	19.3		5	5		----	23.5	18.2	----	21.7
N E V A D A																				
UNIVERSITY OF NEVADA-RENO	3	I	5	4	5	3	36.3	29.2	23.8	19.9	30.0	5	5	5	4	41.1	33.4	27.5	23.2	34.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
17.	ALL	94.	59.	12.	12.0	13.4	13.8	12.7	113	93	86	25	14	18	34	25	32.7	28.8	24.1	18.6	32.7	26.9	22.5	18.1
19.	ALL	80.			1.6	2.4	----		5	6	8	1	5	4	3	5	----	----	----	----	----	----	----	----
---																								
52.	86.	50.							7	16	7	1					----	----	----	----				
16.		17.							4	6							----	----						
18.	90.	73.	7.		5.0	5.6	5.5	----	10	8	10	1		3	4	1	----	----	----	----		----	----	----
16.	ALL	58.			6.5	8.6	10.2	----	22	14	13	2		5	3	4	----	----	----	----		----	----	----
19.	ALL								7	1	1				2		----	----	----				----	
16.	ALL	71.	35.						13	12	30	5	2	2	19	6	----	----	19.0	----	----	----	18.2	----
19.									41	38	20	5	15	17	16	3	35.9	30.8	24.3	----	34.4	28.2	23.5	----
20.									27	28	10	4	9	21	19	12	35.4	30.6	23.7	----	35.0	30.1	24.7	----
18.	86.	64.	6.		3.4	2.0	2.0	----	3	10	6	1	4	18	11	7	----	18.1	16.6	----	----	16.9	14.4	----
16.			85.							3	4	4	1	2	9	1	----	----	----	----	----	----	----	----
15.	95.	92.			3.5	2.9	----			12	1		2		2		----	----	----		----	----	----	
19.	96.	33.	18.		15.7	17.0	16.3	18.8	18	19	37	23	5	5	25	18	----	----	21.8	19.6	----	----	20.1	17.3
19.	60.	80.	18.						9	10	15		1	5	13	1	----	----	19.2		----	----	18.7	----
17.									3	6	4	9	1	1	3	7	----	----	----	20.6	----	----	----	16.8
15.	ALL	50.	10.		5.0	5.0	5.0		15	8	2		5	12	18		----	22.5	----		----	23.1	----	
19.									47	32	25	2	16	17	23	10	34.6	30.6	23.9	----	35.1	29.4	21.6	----
22.									2		5	6		2	3	3	----		----	----		----	----	----
13.	ALL	69.	54.	11.	9.8	9.0	8.5	8.4	23	33	49	13	3	3	18	14	----	----	24.3	19.8	----	----	22.9	20.1
16.		ALL	15.						1	9	6	2		2	7	1	----	----	18.4	----		----	17.1	----
14.	ALL	86.	46.		4.1	4.4	5.4	5.7	22	32	43	14	3	5	25	9	----	----	23.2	18.1	----	----	21.9	16.2
28.	88.				7.0	----	----		8	6	2						----	----	----					
16.	96.	92.	42.	21.					46	52	60	19	4	11	43	28	----	29.4	24.3	15.1	----	29.2	22.7	19.9
16.	98.	61.	47.						48	45	60	11	5	1	32	15	----	----	21.6	19.6	----	----	21.3	17.9
16.	ALL	57.							8	6	10	3		1	3	1	----	----	----	----		----	----	----
13.	77.	96.	33.		5.2	6.2	6.5	8.7	9	20	12	5	4	4	12	4	----	----	22.9	----	----	----	24.5	----
21.									8				1				----				----			
16.			29.		----	----	6.5	----	4	3	10				7	2	----	----	28.3				23.4	----
17.	99.	92.	29.	10.	10.2	10.7	7.5	6.8	130	70	28	3	15	33	30	27	41.0	30.0	24.9	----	36.4	28.7	26.0	----
11.												2	1			19				----				----
---							----								1								----	
44.			50.						2	3	5	3			1	3	----	----	----	----			----	----
21.	ALL	78.	23.						21	20	24			3	7	11	----	22.1	20.2		----	22.2	18.6	
21.	95.	81.	40.	5.	5.0	6.7	8.6	11.3	99	62	94	35	9	21	42	40	32.4	26.6	22.8	18.9	31.8	26.7	22.5	18.9
29.	75.	69.	18.	6.	3.1	3.1	3.1	3.1	18	22	7	13	2	7	4	3	----	20.1	----	----	----	18.2	----	----
16.	97.	86.	45.	24.	10.1	8.5	8.7	8.7	162	98	79	39	16	29	37	40	34.0	28.3	24.9	19.6	32.0	27.6	24.1	19.3
22.																								
20.	99.	93.	17.	7.	7.7	8.0	9.7	9.2	368	191	119	25	17	41	61	34	37.6	28.6	25.8	20.8	34.2	27.8	24.5	19.1
20.	99.	82.	14.	13.	6.8	8.2	8.9	10.4	168	130	67	3	15	35	38	12	37.1	29.9	24.1	----	34.6	25.9	22.4	----
20.	ALL	89.	12.		8.5	8.7	9.0	----	150	78	49	2	1	5	3	2	----	----	----	----	----	----	----	----
20.	ALL	98.	18.	17.	9.0	9.0	10.5	20.8	59	100	62	4	3	20	26	2	----	29.8	26.0	----	----	27.6	24.1	----
21.	98.	85.	2.						251	107	85	5	15	18	26	4	46.0	34.0	27.2	----	40.2	29.7	25.5	----
20.	65.	23.							9	17	14	3	11	13	13	3	32.2	26.9	22.0	----	31.0	27.9	22.5	----
17.	ALL	94.	19.						12	14	14			2	2	4	----	----	----			----	----	----
21.	89.	70.	45.		6.8	7.5	6.7	----	26	10	11	4	2	10	18	5	----	23.6	20.8	----	----	23.8	20.6	----
19.	ALL	89.	23.						4	8	7	7	4	1	15	6	----	----	19.2	17.3	----	----	18.1	18.4
16.	ALL	80.	29.		7.0	7.6	7.9	----	10	15	20	2	1	5	8	2	----	----	20.5	----	----	----	19.3	----
16.	ALL	63.	63.		3.0	4.3	5.7	----	6	14	8	1		2		2	----	----	----	----		----		----
20.	88.	85.	31.		3.9	4.2	3.4	----	36	32	40	2	5	7	19	7	----	26.4	22.5	----	----	25.8	22.0	----
19.	87.	41.			5.3	4.3	4.4	4.4	23	33	22	10		4	4	3	----	----	----	----		----	----	----
19.	92.	72.	15.		3.8	3.8	3.8	3.9	173	148	97	12	6	19	23	13	35.9	28.9	24.6	19.9	32.1	28.4	23.2	18.5
20.	ALL	76.	29.	13.	3.2	3.3	3.2	3.5	17	17	11	23		4	6	7	----	----	23.7	20.4		----	24.9	22.3
25.	ALL		33.		0.0	----	0.0	----	8	4	8	2	1		1	2	----	----	----	----	----	----	----	----
19.	99.	76.	9.		3.8	4.6	4.8		195	83	32		16	25	13	1	32.5	26.3	22.8		31.0	25.2	21.3	----
20.	ALL	62.	29.		----	3.0	4.8		6	12	10			1	7		----	----	21.4			----	21.2	
15.										4	17	1		3	7			----	19.7	----		----	18.5	
16.	93.	92.	43.	21.	12.8	15.3	16.1	16.2	28	12	19	13	2		2	6	----	----	----	17.5	----		----	19.6
12.					----	----	7.3	6.7		4	5	1	1	2	10	11		----	----	----	----	----	----	----
23.	ALL	85.	36.						21	19	10	2		8	4	3	----	21.7	----	----		21.4	----	----
14.	75.	86.	26.	10.					56	87	60	10	3	12	54	10	----	32.0	24.4	20.2	----	27.1	22.8	18.9
20.	ALL	92.	38.						6	10	12	1		2	4	2	----	----	----	----		----	----	----
16.	ALL	82.	6.		10.9	10.0	7.8	----	10	8	13	1	3	3	4	3	----	----	----	----	----	----	----	----
22.																								
21.	91.	81.	18.		8.0	7.0	7.9	8.3	10	19	13	6	1	2	4	1	----	----	----	----	----	----	----	----
16.	ALL	95.	54.	30.	11.8	12.1	11.8	13.0	82	45	45	14	5	10	24	26	----	26.1	21.6	17.8	----	24.9	21.1	17.3
17.	ALL	90.	32.		5.2	3.7	5.1	7.5	7	6	13	4	1	4	12	8	----	----	20.7	----	----	----	20.5	----
---									2	3							----	----						
23.	88.	92.	45.		6.0	6.6	7.2	----	23	17	13	2	2	7	9	2	----	23.4	20.1	----	----	22.4	20.0	----
16.	ALL	71.	64.	18.					7	13	13	7		1	1	4	----	----	----	----		----	----	----
16.	56.	37.							15	9	8	2	4	10	9	9	----	20.6	19.5	----	----	19.7	19.9	----
18.	89.	79.	17.		12.1	12.6	13.3	13.2	464	253	130	17	24	54	56	27	38.0	29.5	25.5	16.8	35.5	28.0	23.1	16.9
19.	99.	84.	32.		8.1	9.0	9.2	9.0	128	93	66	22	8	29	33	8	34.1	28.1	22.6	22.1	33.0	26.5	21.9	19.1
17.	ALL	96.	60.	7.					18	20	20	9	2	5	10	5	----	----	23.1	----	----	----	22.2	----
13.		80.	13.		----	17.7	14.1	----	3	10	6	1			2		----	----	----	----			----	
14.	97.	80.	11.	13.	2.3	1.9	4.5	----	115	85	40	3	8	23	31	5	36.3	29.4	25.2	----	35.6	28.5	22.1	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INSTITUTIONAL CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NEVADA(CONTD)																				
UNIV.OF NEVADA-LAS VEGAS	3	IIA	2	3	2	2	37.5	29.6	25.5	21.2	29.9	3	4	3	3	42.4	33.9	29.3	24.6	34.1
NEW HAMPSHIRE																				
DARTMOUTH COLLEGE		I	1	2	3	2	48.6	33.2	26.6	21.0	37.6	1	2	3	3	62.2	41.6	31.7	24.6	47.2
FRANKLIN PIERCE COLLEGE		IIB	4	3	5		27.3	23.9	17.6	----	23.0	3	3	5		34.7	29.5	20.4	----	28.4
FRANKLIN PIERCE LAW CENTER		IIC					42.3	----	----		40.9					56.3	----	----		52.0
MERRIMACK VLY C		IIC						----	----	----	21.6						----	----	----	25.5
NEW HAMPSHIRE COLLEGE	36	IIC					32.9	27.0	23.9	20.6	25.5					46.0	37.9	34.0	29.3	36.0
NH VOC-TECH C CLAREMONT		III	5	5	5		23.6	18.3	16.4	----	18.6	5	5	5		27.7	21.5	19.5	----	21.9
NH VOC-TECH C MANCHESTER		III	5	5	5		23.6	18.8	16.8		20.5	5	5	5		27.9	22.5	20.1		24.3
PLYMOUTH STATE COLLEGE		IIB	2	2	2	2	31.5	26.5	22.6	19.1	26.4	2	2	2	2	37.7	31.7	27.1	23.0	31.7
RIVIER COLLEGE		IIA		5	5		----	21.7	18.8	----	21.1		5	5		----	24.9	21.7	----	24.1
SAINT ANSELM COLLEGE		IIB	3	2	2	3	30.7	25.9	22.2	18.4	24.0	3	2	2	3	35.5	31.4	26.7	21.4	28.6
UNIVERSITY OF NEW HAMPSHIRE	5	I	4	4	5	2	38.3	29.3	23.9	20.8	30.7	4	4	5	2	46.0	35.8	29.4	25.7	37.3
NEW JERSEY																				
BERGEN COMMUNITY COLLEGE		III	1*	1*	1*	1	41.9	37.7	29.4	22.7	34.7	1*	1*	1*	1	50.3	45.4	35.7	28.0	41.9
BLOOMFIELD COLLEGE		IIB	3	2	2	1	30.6	27.2	22.2	20.7	25.2	3	2	2	1	37.3	33.2	27.4	25.7	31.0
BROOKDALE CMTY COLLEGE		III	1*	1	2	3	37.8	32.5	24.2	19.1	29.0	1	1	3	4	44.2	37.8	28.3	21.6	33.7
CENTENARY COLLEGE		IIB	3	4	5	5	28.4	21.3	17.6	14.7	19.6	4	4	5	5	33.5	25.8	20.7	16.8	23.2
COLLEGE OF SAINT ELIZABETH		IIB			5		----	----	18.6	----	19.9			5		----	----	21.0	----	22.4
COUNTY COLLEGE OF MORRIS		III	1*	1	1	1	37.7	31.2	25.7	21.8	28.7	1	1	1	2	45.4	37.5	30.9	26.2	34.5
CUMBERLAND COUNTY COLLEGE		III	1*	1*	1*	1*	38.7	33.2	28.3	25.6	30.6	1	1	1*	1*	46.7	40.2	34.8	31.6	37.4
DREW UNIVERSITY		I	4	4	5		39.6	30.8	23.7	----	33.7	3	3	5		49.6	38.7	29.3	----	42.1
GEORGIAN COURT COLLEGE		IIB	3	3	2	3	28.7	25.3	23.1	18.3	23.2	4	3	2	3	32.6	30.5	27.0	21.6	27.1
GLASSBORO STATE COLLEGE		IIB	1	1*	1*	1	40.4	32.5	26.0	20.9	32.3	1	1	1	1	46.8	37.9	30.5	24.6	37.6
GLOUCESTER COUNTY COLLEGE		III	2	1	1*	1*	31.6	30.2	28.7	25.9	29.1	2	1	1*	1*	39.2	37.7	35.8	32.3	36.3
JERSEY CITY STATE COLLEGE		IIA	1	1*	1	2	41.1	33.4	27.2	20.7	33.5	2	1	1	2	49.0	40.1	32.9	25.5	40.2
MERCER COUNTY COMMUNITY COLL		III	1	1	1	2	37.4	31.4	26.4	20.0	28.9	1	1	1	3	45.6	37.1	30.8	23.6	35.1
MIDDLESEX COUNTY COLLEGE	4	III	1*	1*	1*	1	40.4	34.7	28.6	23.2	31.9	1*	1*	1*	1	49.2	42.5	35.3	29.1	39.2
MONMOUTH COLLEGE		IIA	4	3	3		34.0	29.3	24.0	----	29.3	3	2	2		41.9	36.6	31.4	----	36.8
MONTCLAIR STATE COLLEGE		IIA	1	1	1	2	40.0	32.6	26.1	21.0	32.0	4	4	5	5	40.0	32.6	26.1	21.0	32.0
NEW BRUNSWICK THEOL SEMINARY		IIC					30.0	----	----	----	28.6					34.8	----	----	----	33.9
PASSAIC COUNTY COMM.COLLEGE	4	III			2	3	----	----	23.3	18.2	22.3			2	3	----	----	28.6	22.6	27.4
PRINCETON THEOL. SEMINARY		IIC					45.0	40.5	29.9	----	39.2					62.4	57.9	42.3	----	54.9
PRINCETON UNIVERSITY		I	1*	1	2	2	55.2	34.9	27.4	22.4	42.6	1*	1	3	2	66.9	43.9	32.4	25.7	51.3
RIDER COLLEGE		IIC					41.8	33.2	28.0	23.5	33.1					50.3	40.4	33.4	29.2	39.9
RUTGERS U CAMDEN CAMPUS	10	IIB	1*	1*	1	1	48.8	34.1	24.3	20.6	32.4	1*	1*	1	1	59.0	41.7	30.2	25.8	39.6
RUTGERS U NEWARK CAMPUS	10	IIA	1*	1*	2	3	48.3	35.1	25.6	19.8	35.5	1*	1*	2	3	57.6	42.9	31.7	24.9	43.1
RUTGERS U NEW BRUNSWICK	10	I	2	2	5	5	47.6	33.0	24.3	18.5	34.3	2	2	4	4	57.5	40.4	30.2	23.3	41.9
SAINT PETER'S COLLEGE		IIB	2	2	3	2	32.2	26.1	21.6	19.8	26.2	2	3	3	2	38.9	31.0	25.5	23.6	31.2
SALEM COMMUNITY COLLEGE		III			3	1	----	----	----	21.9	21.1	23.4			3	2	----	----	27.0	25.8	28.7
SETON HALL UNIVERSITY		IIA	2	2	3	2	38.2	30.4	24.0	21.8	29.2	2	3	3	2	45.3	36.4	29.0	26.4	35.0
SOMERSET COUNTY COLLEGE		III	1	2	3	3	35.2	28.6	22.8	18.6	27.2	2	2	3	3	41.4	34.9	27.8	22.7	32.8
STOCKTON STATE COLLEGE		IIB	1	1	1	1	38.6	30.8	24.1	20.7	29.1	1	1	1	1	46.2	37.2	29.4	24.9	35.1
TRENTON STATE COLLEGE		IIA	1	1*	1	1	40.7	33.1	26.5	22.0	32.2	2	1	2	2	49.2	40.4	32.4	26.9	39.2
UNION COUNTY COLLEGE		III	1	2	3	4	36.6	28.4	22.6	17.8	25.6	1	2	3	3	44.8	35.1	28.3	22.7	31.9
UPSALA COLLEGE		IIB	2	2	3	3	32.1	26.8	21.6	18.1	25.7	2	2	3	3	40.8	33.2	25.8	21.6	31.8
WESTMINSTER CHOIR COLLEGE		IIC					33.1	25.4	20.0	14.4	22.5					39.9	30.6	24.2	16.9	27.1
WILLIAM PATERSON COLLEGE		IIA	1	1	2	2	40.6	32.1	25.6	21.1	32.5	1	1	2	2	50.5	40.0	31.9	26.3	40.4
NEW MEXICO																				
COLLEGE OF THE SOUTHWEST		IIB									19.5									22.3
EASTERN NEW MEXICO UNIV.		IIA	3	3	2	2	35.7	29.8	25.0	20.4	27.6	3	3	3	3	42.2	35.5	29.9	24.7	33.0
EASTERN NEW MEXICO U-ROSWELL		III				1			----	22.8	23.3				1			----	27.5	28.1
NEW MEXICO HIGHLANDS UNIV.		IIA	4	5	5	4	31.6	25.2	21.4	18.6	26.0	5	5	5	4	37.1	29.8	25.3	21.7	30.7
NEW MEXICO INST. MIN.&TECH.		IIA	3	5	1*		35.8	26.1	28.0	----	30.7	3	5	1		42.5	31.0	33.3	----	36.4
NEW MEXICO MILITARY INST		III		3	3	2	----	25.8	22.6	20.8	23.1		4	3	2	----	30.7	27.0	24.9	27.6
NEW MEXICO ST UNIV-LASCRUCES	1	I	4	5	5	4	37.8	28.9	24.1	19.0	30.6	5	5	5	4	44.4	34.4	28.6	22.6	36.1
NEW MEXICO ST UNIV-ALAMOGRDO	1	III		2	3	2	----	27.4	22.2	20.5	24.2		3	4	2	----	32.4	26.4	24.3	28.7
NEW MEXICO ST UNIV-CARLSBAD	1	III			2		----	----	22.9	----	23.7			3		----	----	27.1	----	28.1
NEW MEXICO ST UNIV-GRANTS BR	1	III				3			----	18.8	19.1				4			----	22.3	22.8
NEW MEXICO ST UNIV-DONA ANA	1	III			4	4	----		20.7	17.7	18.9			4	4	----		25.2	21.2	22.6
UNIV NEW MEXICO-ALBUQUERQUE		I	4	4	5	4	39.4	29.3	24.2	19.0	31.0	4	4	5	4	46.4	35.0	29.1	23.1	36.9
WESTERN NEW MEXICO UNIV		IIA	4	3	4		33.7	28.8	23.4	----	26.0	4	3	4		39.7	34.5	28.3	----	31.1
NEW YORK																				
ADELPHI UNIVERSITY		I	4	3	2	1	40.7	31.7	26.7	23.3	33.1	4	4	3	1	48.8	37.8	31.5	28.5	39.5
ADIRONDACK CMTY COLLEGE		III	2	3	4	3	31.4	25.8	20.4	18.1	25.0	2	3	4	3	40.1	33.2	26.5	23.4	32.0
ALBANY COLLEGE OF PHARMACY		IIC					37.1	28.1	----	----	28.2					47.6	34.2	----	----	35.7
ALFRED UNIVERSITY	37	IIA	3	2	3	4	35.4	30.5	24.4	18.5	29.6	3	2	4	4	42.1	36.7	28.5	21.5	35.1
NY ST C CERAMICS ALFRED U		IIC					42.3	34.1	26.4	----	34.5					53.3	42.8	32.5	----	43.2
BARD COLLEGE		IIB	1	1	2		35.3	30.1	22.1		31.0	1	1	2		43.9	36.2	26.1		38.0
BARNARD COLLEGE		IIB	1*	1	1	2	45.9	30.1	23.7	19.6	30.8	1*	1*	1	1	60.1	39.1	29.6	25.1	39.8
BROOME COMMUNITY COLLEGE		III	2	3	4	2	31.4	26.8	21.2	19.8	25.6	2	2	3	1	41.8	35.6	28.5	26.8	34.1
CANISIUS COLLEGE		IIB	1	1*	1		35.5	31.8	24.1	----	30.1	1	1	1		43.7	38.7	29.4	----	36.8
CAZENOVIA COLLEGE		III	5		5	5	23.9	----	17.6	14.3	17.3	5		5	5	28.0	----	19.9	16.0	19.7
CLINTON COMMUNITY COLLEGE		III	4	4	4		27.6	23.6	21.5	----	22.8	3	4	3		35.6	29.9	27.5	----	29.2
COLGATE UNIVERSITY		IIB	1*	1*	1	2	44.9	33.4	23.9	19.6	32.6	1*	1*	1	2	55.9	41.7	28.5	22.7	40.1
COLLEGE OF MOUNT ST. VINCENT		IIB	3	4	3	3	29.8	23.5	20.8	17.3	22.2	3	4	3	4	33.9	27.1	24.4	20.1	25.7
COLLEGE OF NEW ROCHELLE		IIA	2	2	2	3	37.5	30.3	24.6	19.7	27.9	2	2	2	2	46.8	38.2	31.4	26.1	35.4
COLLEGE OF SAINT ROSE		IIA	5	5	5	5	30.4	24.5	20.4	17.6	24.5	5	5	5	5	33.5	28.1	23.8	21.0	27.9
COLOMBIA-GREENE COMM.COLLEGE		III	2	3	4		32.3	26.7	21.2	----	25.5	1	2	2		43.2	35.4	28.7	----	34.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
14.	96.	88.	26.		1.5	1.9	1.7	2.2	81	125	56	19	9	27	20	17	37.9	29.5	25.6	21.0	33.6	30.1	25.1	21.4
25.	98.	82.			6.1	7.6	7.7	9.8	152	58	62	6	4	27	37	9	----	34.4	27.3	21.1	----	30.7	25.5	20.9
23.	ALL	87.	17.		7.9	7.0	7.1	----	17	20	7	4	1	3	5		----	----	----	----	----	----	----	
27.	ALL				9.6	----	----		10	1	1		1		3		----	----	----		----		----	
18.										4	2	1		1		1		----	----	----		----		----
41.	33.	21.			7.3	6.3	6.1	7.6	6	18	15	7		6	4	3	----	27.7	----	----		25.1	----	----
18.	ALL	47.	22.		6.6	7.0	11.9	----	5	6			2	11	9	2	----	18.7			----	18.1	----	----
19.					8.6	7.5	----		15	13	4		3	4	4		----	----	----		----	----	----	
20.	ALL	97.	41.		9.8	4.2	7.2	8.3	45	30	31	6	3	8	13	4	----	26.8	22.8	----	----	25.2	22.3	----
14.		35.			----	----	7.3	----	2	10	3	1	3	7	12	4	----	22.5	----	----	----	20.5	----	----
19.	89.	78.	52.		5.0	5.0	5.0	5.0	16	21	22	9	3	6	20	10	----	26.0	23.0	18.5	----	25.5	21.4	18.4
21.	ALL	95.	8.		5.7	6.9	8.6	9.3	174	173	81	7	2	48	61	1	----	29.6	25.1	----	----	28.4	22.2	----
21.	ALL	ALL	75.	30.					24	48	31	7	11	26	30	5	42.7	38.2	30.8	----	40.2	36.9	27.9	----
23.	91.	82.	13.						9	7	10	3	2	4	5	5	----	----	----	----	----	----	----	----
16.	ALL	96.	82.		7.0	7.0	7.0	7.0	35	35	31	8	10	19	26	24	38.1	32.5	25.0	19.3	36.9	32.4	23.3	19.1
18.	ALL	88.	18.		0.0	0.0	0.0	0.0	4	5	8		3	3	9	8	----	----	17.0		----	----	18.1	----
13.					----	----	6.0			1	1		3	3	11	3		----	----		----	----	----	----
20.	ALL	97.	73.	21.	7.7	7.2	7.5	7.4	23	46	38	6	5	25	28	28	----	31.2	26.0	21.5	----	31.1	25.2	21.8
22.	ALL	92.	93.	73.	10.5	8.6	7.3	8.4	5	10	10	6	2	3	5	5	----	----	----	----	----	----	----	----
25.	ALL	96.	9.		5.8	7.9	7.2	----	45	19	17	1	14	9	6	2	40.8	31.7	23.5	----	36.0	28.9	24.3	----
17.	ALL	ALL			5.3	5.3	6.3	7.3	2	6	7	3	6		10	8	----	----	25.4	----	----		21.5	----
16.	ALL	98.	74.	57.					95	69	82	9	18	23	42	5	40.6	33.0	26.4	----	39.6	31.1	25.0	----
25.	ALL	ALL	ALL	43.	6.4	6.5	7.2	7.9	8	18	16	5		9	8	2	----	30.6	28.8	----		29.5	28.4	----
20.	ALL	95.	81.	29.					67	53	47	5	21	33	43	2	41.1	33.7	27.4	----	41.3	33.1	27.0	----
21.	ALL	60.	78.	18.	6.8	7.1	10.6	8.7	18	35	24	9	4	10	16	13	----	32.0	27.1	21.2	----	29.5	25.2	19.3
23.	ALL	ALL	91.	39.	7.0	7.3	7.7	8.2	28	40	48	10	10	26	33	13	41.3	36.0	29.2	24.9	38.0	32.9	27.6	21.9
25.	95.	89.	26.		5.0	5.1	5.4	----	39	52	18	1	3	9	9	4	----	29.4	24.2	----	----	28.3	23.5	----
0.	97.	95.	53.	44.	7.9	10.5	8.5	6.5	96	101	95	9	37	51	66	9	40.1	32.7	26.5	22.0	39.6	32.2	25.5	20.1
18.	ALL				4.0	----	----	----	6	2	1	1					----	----	----	----				
23.			56.	20.	----	----	8.3	9.9	3	3	5	12	1	1	11	18	----	----	----	18.2	----	----	----	18.1
40.	ALL	ALL			7.0	----	7.0		19	4	7			2	4	1	----	----	----		----	----	----	----
21.	ALL	ALL							309	50	148	14	13	10	32	2	55.4	34.9	27.5	----	50.4	35.0	26.9	----
21.	95.	89.	11.	17.	8.5	9.6	9.4	----	36	78	47	3	5	18	15	3	----	34.2	28.0	----	----	28.9	28.1	----
22.	ALL	86.	15.						37	64	35	10	3	20	19	14	----	34.3	24.1	21.9	----	33.6	24.8	19.7
21.	99.	86.	12.						107	93	66	6	16	38	52	11	48.4	36.1	25.6	21.4	48.1	32.7	25.8	18.9
22.	99.	96.	8.						413	298	254	30	58	99	139	29	47.8	33.2	24.7	18.4	45.9	32.5	23.6	18.5
19.	78.	85.	19.		6.0	6.3	6.7	7.4	31	46	23	4	5	7	8	5	----	26.4	21.9	----	----	24.3	20.8	----
23.			83.	27.	----	----	7.6	9.4	1	4	3	3			3	8	----	----	----	----	----	----	----	----
20.	ALL	90.	44.	8.	6.7	7.7	8.4	11.3	72	76	70	8	12	27	52	18	38.7	31.7	23.8	25.0	35.0	26.8	24.4	20.4
21.	ALL	ALL	58.	13.					11	19	12	4	6	14	14	4	35.6	28.5	24.6	----	34.4	28.8	21.2	----
21.	ALL	86.	16.						29	37	31	10	4	14	19	8	----	31.0	24.3	21.4	----	30.5	23.8	19.8
22.	98.	95.	60.	55.	8.3	7.2	11.9	18.2	73	91	76	6	21	19	60	5	40.9	33.2	27.0	----	40.1	32.4	25.9	----
24.					4.5	5.0	4.9	4.5	27	34	20	13	7	24	31	30	37.2	29.0	23.1	18.1	34.5	27.5	22.3	17.7
24.	ALL	ALL	29.		10.5	10.5	11.7	----	13	16	9	5	3	3	8	2	----	----	21.2	----	----	----	22.1	----
20.	ALL	85.	67.		3.8	4.0	4.6	----	5	8	4	6	2	5	5	1	----	----	----	----	----	----	----	----
25.	97.	89.	38.	9.	7.3	9.6	10.0	10.3	86	67	66	6	29	45	46	5	40.6	32.5	25.5	----	40.3	31.6	25.7	----
14.																								
19.	96.	74.	34.		6.0	6.5	7.0	8.9	20	36	45	9	4	6	16	8	----	30.0	25.3	20.7	----	28.8	24.2	20.1
21.				40.			----	15.6			4	29			1	14			----	23.1			----	22.1
18.	97.	79.	34.		8.3	8.1	12.6	----	35	33	20	4	3	6	9	2	----	25.3	22.3	----	----	25.0	19.6	----
19.	92.	77.			1.5	3.5	9.5		36	24	15	2	1	2	3		----	----	----	----	----	----	----	
19.		ALL	70.		----	5.9	6.9	6.2	4	14	20	18	1		3	5	----	----	----	----	----	----	----	----
18.	93.	69.	8.		7.0	7.9	8.6	11.8	203	146	98	17	12	16	45	14	38.0	29.1	24.6	20.4	34.0	26.8	22.9	17.4
19.		ALL	71.		----	5.4	6.6	6.7	2	6	4	6		3	3	2	----	----	----	----	----	----	----	----
19.			29.		----		----	10.7	1	1	4	3	3	1	3	2	----	----	----	----	----	----	----	----
20.							----	6.0			2	7			1	6			----	19.4			----	18.0
20.			33.	6.	----		----	8.3			3	11	1		3	7			----	16.5	----		----	19.7
19.	93.	83.	17.	15.	8.6	8.8	10.3	8.6	254	175	131		23	37	87	13	39.8	29.5	25.4		35.0	28.3	22.4	----
20.	ALL	96.	42.		8.0	7.5	8.0	----	13	19	13	4	1	4	6		----	----	24.8	----	----	----	20.4	
19.	ALL	88.	37.	29.	5.1	7.9	5.7	7.5	88	63	41	5	19	54	50	2	41.1	32.7	26.9	----	39.1	30.6	26.6	----
28.	ALL	80.	32.	17.					24	13	15	5	6	7	7	7	30.9	26.6	20.6	----	33.8	24.3	20.0	----
27.	ALL	75.			4.4	3.4	----	----	10	6	4	1		2		4	----	----	----	----		----		----
19.	94.	67.	23.		8.0	8.4	9.4	7.2	46	42	23	5	2	6	20	4	----	30.8	25.7	----	----	28.7	22.9	----
25.	ALL	61.	60.						14	21	9	1			1		----	----	----	----			----	
22.	ALL	88.			8.0	9.2	11.4		28	6	6		3	2	8		----	----	21.6		----	----	22.6	
29.	98.	85.			6.6	5.7	7.4	7.2	22	6	24	7	27	14	28	23	47.1	29.4	23.3	19.8	45.0	30.4	24.0	19.5
33.	ALL	97.	43.	20.					30	50	29	8	9	13	22	7	32.1	27.0	21.8	21.0	26.9	26.3	20.3	18.4
22.	ALL	ALL	33.		7.3	7.1	8.6	----	41	60	34	4	2	3	15	1	----	----	24.2	----	----	----	23.9	----
14.	ALL		57.		12.8	----	15.8	13.6	3		2	7	3	2	5	10	----		----	14.2	----	----	----	14.4
28.	ALL	92.	57.		8.0	8.0	8.0	----	5	7	7	1	1	6	7	1	----	24.3	22.0	----	----	22.8	20.9	----
23.	98.	95.			6.7	7.7	12.5	12.2	54	32	41	2	1	8	26	7	----	34.3	24.0	----	----	29.8	23.7	----
16.	ALL	91.	21.		----	6.3	----	9.3	2	5	10	2	4	17	19	5	----	----	20.9	----	----	----	20.8	----
27.	ALL	94.	22.		14.3	12.3	9.0	10.1	5	13	13		10	19	23	12	----	30.3	24.4		----	30.3	24.7	----
14.	93.	92.	33.	10.	4.7	5.8	5.0	5.0	7	16	10	4	20	22	11	6	30.7	24.8	21.0	----	30.3	24.3	19.8	----
34.	ALL	ALL	80.		9.0	8.1	5.4	----	7	10	3	3	1	3	7	2	----	----	----	----	----	----	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
N E W Y O R K(CONTD)																				
COLUMBIA UNIVERSITY	38	I	1	1*	1		53.3	38.6	28.7	----	42.2	1*	1	2		67.6	45.7	33.9	----	52.4
TEACHERS COLL.,COLUMBIA UNIV		IIC					44.9	33.8	25.2	20.3	37.5					56.7	43.2	32.5	26.0	47.7
CMTY COLLEGE FINGER LAKES		III	4	5	5	5	27.7	23.3	20.0	16.3	22.6	3	4	4	4	36.1	31.0	26.0	21.6	29.7
COOPER UNION		IIB	1	1*	1*		40.1	32.7	28.7		36.6	1	1*	1*		49.4	40.9	35.6		45.2
CORNELL UNIV.ENDOWED COLLS.	039	I	1	1	1	2	49.3	34.6	28.1	21.3	39.1	1	2	2	3	59.9	41.8	33.8	24.3	47.3
CORNING COMMUNITY COLLEGE		III	2	2	4		33.8	26.9	21.1	----	27.8	2	2	4		41.9	33.9	26.9	----	34.8
DOMINICAN COLLEGE		IIB		3	2	3	----	25.5	22.2	17.8	22.0		3	2	2	----	31.0	26.7	22.1	26.6
DUTCHESS COMMUNITY COLLEGE		III	1*	1	1	3	38.6	32.1	26.8	18.9	28.6	1*	1*	1*	2	50.6	41.7	35.3	25.0	37.4
D'YOUVILLE COLLEGE		IIC					30.3	23.3	18.2	14.5	21.1					35.7	26.8	20.8	16.3	24.2
ERIE CC NORTH CAMPUS		III	2	2	1	2	31.7	27.5	25.1	19.8	26.4	2	2	1	1	42.0	36.6	33.6	26.8	35.2
ERIE CC CITY CAMPUS		III	2	2	2	3	31.1	----	24.3	18.8	22.0	2		1*	2	41.8	----	33.0	25.9	30.0
ERIE CC SOUTH CAMPUS		III	2	2	2	2	31.2	28.3	24.5	19.7	23.5	2	1	1	1	41.4	37.8	32.9	26.7	31.6
FASHION INST TECHNOLOGY		III	1*	1*	1*	1*	51.6	41.9	36.2	26.1	40.7	1*	1*	1*	1*	68.3	55.8	48.5	35.3	54.3
FORDHAM UNIVERSITY		I	1	1	2	1	48.2	35.8	27.2	24.1	36.3	2	1	2	1	57.5	42.6	33.1	28.7	43.4
FRIENDS WORLD COLLEGE		IIB									14.2									15.9
FULTON-MONTGOMERY CC		III	2	1	1	3	33.2	29.4	24.8	18.1	26.1	2	1	1	2	39.1	39.2	33.3	24.9	34.1
GENESEE COMMUNITY COLLEGE		III	4	4	5		27.6	23.9	19.0	----	24.9	3	3	4		37.1	32.6	25.6	----	33.7
HAMILTON COLLEGE		IIB	1*	1	1	1	41.9	31.3	24.4	20.8	30.8	1*	1	1	1	50.5	37.4	28.9	24.6	36.8
HARTWICK COLLEGE		IIB	2	1	3		32.9	29.2	21.5	----	27.5	2	1	3		39.5	35.2	25.6	----	32.9
HERKIMER CO CMTY COLLEGE		III	2	2	4	5	31.8	27.4	20.7	15.6	22.5	2	3	4	5	40.3	33.3	26.5	20.3	28.3
HILBERT COLLEGE		III			5	5	----	----	16.9	16.0	17.1			5	5	----	----	20.3	18.3	20.0
HOBART-WILLIAM SMITH CLLS		IIB	1	1	1		38.3	29.8	23.5	----	30.9	1	1	1		47.5	36.2	28.5	----	38.0
HOFSTRA UNIVERSITY		IIA	1	1*	1*	1*	41.7	33.1	27.7	24.8	33.9	1	2	1	1	50.0	39.9	33.6	30.2	40.9
HUDSON VLY CMTY COLLEGE		III	2	1	2	3	33.3	29.5	24.2	18.9	28.1	2	1	2	3	42.0	37.2	30.7	24.1	35.4
IONA COLLEGE		IIA	1	1*	1	1	40.6	33.6	27.4	22.6	31.9	2	1	1	2	49.4	40.9	32.7	25.6	38.4
ITHACA COLLEGE		IIB	1	1	2	3	34.9	29.8	23.3	18.3	27.2	2	1	1	2	42.8	36.2	28.6	22.4	33.3
JAMESTOWN COMMUNITY COLLEGE		III	2	1	4	5	32.1	30.1	20.9	15.6	24.1	2	1	3	4	41.0	38.5	27.5	21.1	31.4
KEUKA COLLEGE		IIB	5	5	5	5	23.2	18.7	17.1	15.7	18.9	5	5	5	5	27.0	21.8	19.9	18.3	22.0
LE MOYNE COLLEGE		IIB	2	1	1	1	34.4	28.4	23.6	20.5	26.9	2	2	2	1	40.9	34.4	28.3	24.9	32.3
LONG ISLAND UNIVERSITY		IIA	2	2	3	3	37.9	30.3	24.5	19.7	31.8	2	2	3	3	46.7	37.3	29.8	23.8	39.0
MANHATTAN COLLEGE		IIA	1	1*	1	2	41.3	34.4	27.1	20.8	31.9	1	1*	1	3	51.6	43.1	33.5	24.9	39.7
MANHATTANVILLE COLLEGE		IIA	4	3	5		33.2	28.7	19.8	----	26.7	4	3	5		40.7	35.6	23.7	----	32.5
MARIST COLLEGE		IIB	1	1	1		37.9	29.2	24.2	----	26.4	1	1	1		47.0	37.0	29.5	----	32.5
MARYKNOLL SCHOOL OF THEOLOGY		IIC					22.5	17.8	----		19.5					23.0	19.1	----		20.5
MARYMOUNT COLLEGE		IIB	2	2	2		32.0	26.0	22.0	----	26.0	2	2	2		38.8	32.0	26.9	----	31.8
MERCY COLLEGE		IIB	1	1	1	3	37.0	28.4	23.9	18.0	26.3	2	1	2	4	42.1	36.7	27.4	19.8	30.9
MOLLOY COLLEGE		IIC					----	23.4	19.3	13.9	19.7					----	27.5	22.8	16.9	23.3
MONROE COMMUNITY COLLEGE	4	III	1	2	2	1	35.2	29.1	24.1	21.1	29.1	1	1	2	2	44.6	36.9	30.3	26.2	36.8
NASSAU COMMUNITY COLLEGE		III	1*	1*	1*	1*	45.8	37.2	30.2	24.0	37.4	1*	1*	1*	1*	59.5	48.7	40.0	32.2	49.0
NAZARETH COLLEGE OF ROHSTER		IIB	2	2	2		32.6	27.1	22.9	----	26.5	2	2	2		38.2	31.9	27.2	----	31.2
NY COLLEGE PODIATRIC MED		IIC					36.1	30.4	25.4	----	28.6					43.6	37.3	31.5	----	35.1
NEW YORK INST.OF TECHNOLOGY		IIA	2	1	1	2	39.2	32.7	25.9	20.2	29.8	2	2	2	3	47.5	39.9	31.1	24.1	36.1
NEW YORK UNIVERSITY		I	1	1	1*	1	52.2	35.7	30.5	24.2	40.7	1	1	1*	1	63.4	44.1	37.6	29.8	49.8
NIAGARA CO CMTY COLLEGE	9	III	1	2	2	3	34.5	29.2	23.7	19.3	27.6	1	1	2	2	43.9	37.4	30.6	25.1	35.4
NIAGARA UNIVERSITY		IIA	4	5	4	4	31.7	25.6	22.9	18.0	26.2	4	5	4	4	38.3	30.9	26.8	22.5	31.4
N COUNTRY CMTY COLLEGE		III	2	2	2	3	32.7	28.1	23.5	18.5	24.9	2	2	2	3	41.9	36.2	30.5	24.2	32.2
ONONDAGA CMTY COLLEGE		III	1	1	2	1	35.6	29.8	23.1	21.1	27.6	1	1	2	1	46.4	39.0	30.3	28.0	36.1
PACE UNIVERSITY		IIA	1*	1*	1*	1	42.8	34.4	27.9	23.6	34.9	1	1	1	1	51.2	40.9	33.7	28.0	41.7
PAUL SMITH'S C ARTS & SCI		III	4	5	5	5	27.2	21.0	17.3	14.2	18.8	5	5	5	5	32.3	25.0	20.1	17.1	22.3
PRATT INSTITUTE		IIA	3	3	3		36.1	28.5	23.9		31.3	2	3	2		46.3	36.3	31.0		40.1
RENSSELAER POLY INSTITUTE		I	1	1	1*		49.8	36.7	30.5		41.5	1	1	1		60.5	44.1	35.9		50.1
ROCHESTER INST.OF TECHNOLOGY		IIA	2	1	1	1	38.2	32.9	26.7	22.5	29.5	2	2	2	1	45.7	39.7	32.4	27.3	35.6
ROCKEFELLER UNIVERSITY		I	1*	1*	3	2	67.0	37.1	26.5	20.9	33.1	1*	1*	3	3	86.8	47.6	32.2	24.9	41.4
RUSSELL SAGE COLLEGE		IIA	3	4	4	4	35.2	26.6	22.6	18.1	26.4	3	4	4	4	42.7	32.6	27.9	22.5	32.4
ST.BONAVENTURE UNIVERSITY		IIA	5	5	4	3	30.9	25.8	23.1	20.0	25.4	4	5	4	3	38.0	31.6	28.0	23.3	31.0
SAINT FRANCIS COLLEGE		IIB	1	1	1	1*	38.7	29.6	22.4	22.4	29.9	1	1	1	1	45.9	36.5	28.9	26.7	36.2
SAINT JOHN FISHER COLLEGE		IIB	2	2	2		33.3	27.2	22.6	----	26.3	2	2	2		39.2	32.6	26.3	----	31.1
SAINT LAWRENCE UNIVERSITY		IIB	1*	1	1	1	42.8	31.3	24.8	22.0	32.3	1*	1	1	1	54.8	38.9	30.6	25.6	40.5
ST.THOMAS AQUINAS COLLEGE		IIB	2	2	2	2	32.0	27.1	22.3	19.8	24.9	3	3	3	2	35.7	31.1	25.7	22.7	28.4
SARAH LAWRENCE COLLEGE		IIA									32.2									39.3
SCHENECTADY COUNTY CC		III	2	3	5	4	31.7	25.9	19.4	17.5	22.7	2	3	4	3	40.0	33.0	25.1	22.9	29.1
SIENA COLLEGE		IIB	2	2	2		34.7	26.4	22.2	----	25.3	1	2	2		45.6	33.3	27.5	----	31.9
SKIDMORE COLLEGE		IIB	1	1	1	2	40.8	30.1	24.2	18.9	30.2	1	1	1	2	49.5	36.7	29.1	22.7	36.6
SUNY AGRL & TECH C ALFRED		III	1	1	1	3	35.9	31.2	25.6	19.0	30.0	1	1*	1	2	46.7	40.6	33.0	24.4	38.9
SUNY A&T CANTON		III	2	2	2	2	33.0	28.1	23.3	19.7	27.6	1	2	2	2	42.9	36.2	30.2	25.6	35.7
SUNY AGRL TECH C COBLESKL		III	2	2	2	1	33.6	27.5	24.1	21.7	28.0	1	2	2	1	43.8	35.9	30.7	27.5	36.1
SUNY AGRL & TECH C DELHI		III	2	2	2	3	34.0	28.1	23.6	18.4	27.7	1	2	2	3	43.7	36.5	30.6	23.5	35.7
SUNY AGRL TECH C FARMNGDL		III	1	1	2	1	37.5	29.4	24.2	21.0	29.8	1*	1	1	1	48.6	37.8	31.1	26.4	38.4
SUNY AGRL TECH C MORRISVL		III	1	1	2	2	35.3	29.4	23.9	20.9	28.3	1	1	1	1	46.2	38.6	31.3	27.3	37.0
SUNY COLLEGE AT BROCKPORT		IIA	1	1*	1*	4	42.4	34.5	27.8	18.6	33.6	1*	1*	1*	3	53.7	43.8	34.9	24.0	42.5
SUNY COLLEGE AT BUFFALO		IIA	1	2	2	2	39.7	31.3	25.0	21.4	32.7	1	1	2	2	50.8	40.0	31.9	26.6	41.7
SUNY COLLEGE AT CORTLAND		IIA	2	2	3	3	39.5	30.7	24.2	19.7	32.7	1	2	2	2	50.3	39.4	30.7	25.7	41.7
SUNY COLLEGE AT FREDONIA		IIA	1	1	1	3	41.0	31.8	26.0	19.6	34.1	1	1	2	3	51.7	40.1	32.1	24.5	42.9
SUNY COLLEGE AT GENESEO		IIA	1	1*	3	3	40.9	33.3	24.1	19.6	31.1	1	1*	3	3	51.7	42.4	30.0	24.4	39.3
SUNY COLLEGE AT NEW PALTZ		IIA	1	1	1		39.6	32.8	27.1	----	34.2	1	1*	1*		50.2	41.9	34.5	----	43.5
SUNY COLLEGE OLD WESTBURY		IIB	1*	1*	1*	1	46.6	34.8	25.6	20.6	30.7	1*	1*	1*	1	58.2	43.7	32.0	25.5	38.4
SUNY COLLEGE AT ONEONTA		IIA	1	1	1		40.0	32.0	26.3	----	33.8	1	1	1		50.8	41.3	33.9	----	43.3
SUNY COLLEGE AT OSWEGO		IIA	1	2	3	3	41.3	31.4	24.5	20.1	32.7	1	1	2	3	52.4	40.3	30.8	24.5	41.5
SUNY COLLEGE PLATTSBURGH		IIA	1	1	2		39.6	32.5	25.0	----	32.4	1	1	2		49.9	41.3	31.3	----	40.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.	97.	37.			8.0	7.8	12.1	----	430	85	201	1	32	27	77		53.8	38.5	29.1	----	46.8	39.0	27.8	
27.	ALL	70.			7.0	8.7	9.0	----	53	20	10	3	15	23	9	3	45.0	34.7	25.0	----	44.3	33.0	25.4	----
31.	95.	91.	63.	40.	7.7	8.1	7.7	8.7	18	15	10	5	4	8	14	5	----	23.2	20.3	----	----	23.5	19.7	----
24.	ALL	67.	22.		9.2	6.5	9.2		29	8	6		1	1	3		----	----	----		----	----	----	
21.	99.	90.			6.3	7.5	7.6	8.5	401	138	112	12	12	26	42	4	49.5	35.0	28.8	----	40.4	32.3	26.3	----
25.	ALL	ALL	29.		6.2	6.2	6.0	----	49	9	13	1	9	7	8	4	34.4	27.9	21.2	----	30.6	25.6	21.0	----
21.		ALL	52.		----	10.0	10.0	10.0	1	4	4	4	2	2	21	12	----	----	----	----	----	----	----	----
31.	ALL	ALL	94.	11.	5.2	4.9	7.6	10.6	28	27	19	19	6	16	13	26	39.0	33.3	27.0	19.4	37.0	30.0	26.6	18.6
15.	88.	67.	17.		5.9	7.9	10.7	----	6	8	9		2	22	20	9	----	23.4	19.0		----	23.3	17.9	----
34.	ALL	ALL	97.	53.					72	15	20	34	19	9	13	36	31.8	27.5	25.2	19.9	31.3	27.4	25.0	19.6
36.	ALL	----	ALL	27.					10	2	6	27	3	2	6	28	----	----	23.6	19.4	----	----	25.0	18.3
34.	ALL	ALL	ALL	44.					19	8	9	33	4		3	26	----	----	----	19.9	----	----	----	19.5
33.	ALL	ALL	95.						37	21	43	16	24	23	30	10	51.7	42.3	38.3	26.2	51.3	41.5	33.1	25.8
20.	95.	83.	32.		6.7	7.2	5.5	5.4	120	125	106	8	16	44	45	6	48.8	35.3	27.4	24.7	43.4	37.1	26.8	23.4
12.																								
31.	ALL	ALL	93.	43.					10	18	9	4	2	5	6	3	----	----	25.2	----	----	----	24.1	----
35.					7.6	7.4	8.2	----	28	13	4	1	6	11	4	2	27.9	23.8	----	----	26.0	24.0	----	----
19.	98.	96.			7.4	7.6	11.8	15.4	43	16	36	10		8	24	1	----	31.8	25.0	----		30.5	23.3	----
20.	97.	87.	14.		7.1	8.2	8.6		27	27	20		4	4	15	1	----	----	21.9		----	----	21.1	----
26.	ALL	ALL	55.						10	21	15	6	2	3	5	4	----	----	----	----	----	----	----	----
17.					----	----	8.1	6.0		3	2	3	1	1	4	7		----	----	----		----	----	----
23.	ALL	85.	3.		5.0	6.5	8.5	----	44	20	24	3	6	7	13	2	38.4	29.8	23.6	----	37.5	30.0	23.1	----
20.	96.	68.	12.						106	80	79	13	23	29	35	8	42.3	33.8	28.3	25.3	38.8	31.2	26.3	23.9
26.	99.	97.	64.	3.					65	70	42	15	26	17	24	23	34.0	29.6	25.3	19.8	31.6	28.7	22.4	18.3
20.	92.	74.	34.		5.3	5.5	6.5	6.5	35	40	42	9	4	7	16	8	----	34.0	27.3	23.9	----	31.6	27.6	21.1
22.	97.	92.	10.		6.6	7.5	8.6	7.7	49	86	78	7	9	17	50	5	35.2	30.1	24.0	----	33.2	28.3	22.3	----
30.	ALL	ALL	56.	16.	6.3	6.3	6.3	7.7	16	23	27	9	5	9	14	10	----	30.5	21.6	13.6	----	29.0	19.6	17.4
16.	ALL	57.	10.		4.0	----	5.7	----	7	4	4	2	2	3	6	4	----	----	----		----	----	----	
20.	ALL	97.	25.		5.6	7.6	9.8	7.1	18	31	26	8	1	8	10	5	----	28.9	24.1	----	----	26.8	22.2	----
23.	94.	58.	11.		8.2	7.5	7.5	7.6	215	126	79	15	39	49	53	13	36.3	31.0	25.0	20.5	35.7	28.6	23.7	18.8
24.	91.	80.	31.		5.0	6.1	8.1	10.4	33	69	68	6	1	7	16	1	----	34.6	27.5	----	----	32.5	25.3	----
22.	ALL	67.	10.		5.7	5.6	5.4	----	11	11	7		11	4	14	1	33.0	----	20.4		33.4	----	19.6	----
23.	ALL	95.	32.		6.0	6.1	7.0		11	19	42	4		3	23	1	----	----	25.1	----		----	22.5	----
5.									5	7	1		2		1		----	----	----		----		----	
22.	ALL	ALL	22.		8.0	8.0	8.0	----	13	11	8	1	5	14	10	3	----	26.7	24.7	----	----	25.5	19.9	----
18.	67.	18.			5.3	7.1	8.1	8.9	26	30	49	18	16	25	38	25	37.5	27.9	23.9	18.3	36.0	29.1	23.9	17.7
19.		76.	62.						1	10	4	2	2	7	30	13	----	24.2	----	----	----	22.2	----	----
26.	99.	97.	65.	7.	4.3	5.6	7.4	10.5	72	62	33	16	25	29	38	12	35.4	29.1	24.9	21.7	34.5	29.2	23.4	20.3
31.	ALL	ALL	71.						157	66	64	31	63	52	65	34	46.1	37.7	30.9	24.2	44.9	36.4	29.5	23.9
18.	95.	68.	6.		5.8	6.2	7.6	----	8	19	14	1	12	15	18	3	33.1	27.3	23.1	----	32.2	26.8	22.8	----
23.					5.3	5.3	5.3	----	10	13	21	4		1	3	1	----	----	----	----		----	----	----
21.	89.	56.	12.	3.	6.3	6.9	5.9	7.2	32	88	60	12	3	12	21	19	----	33.1	26.7	20.4	----	30.1	23.7	20.0
22.	95.	71.			5.7	6.9	7.7	8.6	430	245	145	31	81	83	89	24	53.4	35.9	31.0	27.0	45.9	35.3	29.6	20.6
28.	97.	ALL	82.	7.					30	32	14	13	7	11	8	16	35.1	30.1	24.2	19.9	31.9	26.7	22.9	18.8
20.	ALL	88.	31.		6.4	8.4	7.8	8.5	28	34	23	2	11	25	12	6	33.1	26.5	23.8	----	28.1	24.4	21.3	----
29.	ALL	83.	40.	8.					7	12	6	2	2		9	10	----	----	23.5	----	----		23.5	----
31.	96.	97.	94.	75.					36	46	48	6	16	33	33	2	35.7	30.6	23.5	----	35.1	28.7	22.4	----
20.	85.	53.	51.		8.8	9.6	7.3	6.3	142	74	71	7	35	46	65	16	43.5	34.4	28.3	24.3	40.2	34.5	27.5	23.4
19.									7	21	11	11	1	1	5	9	----	----	----	14.3	----	----	----	14.0
28.	91.	59.	12.		7.0	6.5	7.5	----	52	40	10		3	9	7		----	29.1	25.9		----	25.5	21.1	
21.	93.	81.			6.1	6.6	7.8		165	107	60		4	7	16		----	36.7	31.3		----	36.2	27.3	
21.	91.	82.	26.	7.	5.5	6.1	6.2	6.5	110	158	156	31	12	28	63	29	38.7	33.2	27.2	22.9	33.9	31.0	25.4	22.0
25.	ALL	27.			6.3	6.2	5.7	8.5	50	51	77	75		4	21	28	----	----	27.0	21.2		----	24.8	20.0
23.	ALL	96.	25.		5.7	6.1	7.8	7.1	17	20	14	3	12	28	30	8	34.9	28.2	23.9	----	35.7	25.4	22.0	----
22.	ALL	91.	38.	7.	5.9	6.2	7.0	7.5	33	51	44	12		2	9	2	----	----	23.0	----		----	23.4	----
21.	88.	53.	14.		8.0	9.7	11.0	----	15	13	11	4	1	6	3	2	----	30.9	----	----	----	26.8	----	----
18.	90.	45.							19	33	23	4	1	7	14	1	----	27.7	24.8	----	----	24.8	19.0	----
25.	ALL	91.	21.		4.5	4.2	4.6	4.0	49	41	33	5	5	6	14	2	----	31.4	25.5	----	----	30.1	23.0	----
14.	ALL	85.	24.		9.3	11.2	10.8	----	5	7	13	4	4	6	12	2	----	28.0	22.4	----	----	26.1	22.3	----
22.																								
28.	ALL	83.	20.						7	14	8	3	4	4	7	3	----	----	19.9	----	----	----	18.8	----
26.	ALL	96.	12.		6.0	6.7	7.1	----	20	20	52	3	1	6	13	1	----	26.7	22.5	----	----	25.5	21.1	----
21.	88.	88.	18.		8.2	8.6	9.6	----	40	28	42	3	9	20	32	3	41.0	30.2	24.5	----	39.5	30.0	23.7	----
30.	ALL	98.	49.						65	56	38	10	4	7	13	7	----	31.5	26.0	20.2	----	28.8	24.2	17.2
30.	98.	92.	23.						35	22	21	9	7	3	10	5	33.2	----	23.8	----	32.2	----	22.4	----
29.	ALL	96.	44.	6.					40	20	32	7	11	7	11	9	33.7	28.1	24.5	24.5	33.3	25.6	23.0	19.5
29.	ALL	95.	50.	14.					39	32	26	12	1	6	8	2	----	28.2	23.9	----	----	27.9	22.5	----
29.	ALL	93.	47.						86	67	51	19	19	20	40	12	38.1	29.9	25.1	21.2	34.7	27.6	23.0	20.8
31.	ALL	97.	53.	47.					35	31	26	8	6	6	21	9	35.6	29.7	25.0	21.2	33.6	27.8	22.7	20.5
27.	98.	98.	46.	17.					93	106	52	3	9	20	35	21	42.7	34.5	28.7	----	39.9	34.8	26.5	----
28.	ALL	92.	24.						181	135	61	10	27	43	40	6	39.7	31.5	25.6	21.5	39.9	30.5	24.1	21.2
28.	ALL	91.	35.						93	70	34	4	15	19	15	6	39.6	31.0	24.5	----	38.8	29.7	23.5	----
26.	99.	88.	9.						96	64	35	2	4	5	9	5	----	----	26.5	----	----	----	24.0	----
26.	ALL	96.	19.	10.					63	65	53	3	6	5	22	7	40.9	----	24.5	----	41.0	----	23.0	----
27.	96.	80.	33.						107	78	36	2	13	25	21	3	39.7	33.2	27.7	----	38.7	31.5	26.3	----
25.	88.	75.	21.						16	23	31	2	1	17	25	6	----	35.3	26.1	----	----	34.0	25.1	----
28.	ALL	94.	66.						102	80	33		13	15	26	2	40.4	32.2	26.6		36.6	31.1	26.1	----
27.	97.	94.	30.						110	112	47	12	9	33	24	4	41.2	31.9	24.9	----	42.7	29.9	23.7	----
26.	99.	95.	27.						84	71	41	1	6	21	32	3	39.7	32.8	25.5	----	38.8	31.5	24.3	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NEW YORK (CONTD)																				
SUNY COLLEGE AT POTSDAM		IIA	2	1	2	4	39.1	31.6	24.8	18.2	31.1	1	1	2	3	50.1	40.8	31.3	23.3	39.8
SUNY COLLEGE AT PURCHASE		IIB	1*	1	2		41.7	30.5	23.1	----	29.0	1*	1	1		52.2	38.4	28.7	----	36.3
SUNY COLLEGE OF TECHNOLOGY		IIA		2	2		----	31.5	24.9	----	27.9		2	2		----	39.5	30.9	----	34.8
SUNY C ENVRNMTL SCI-FORS		IIA	2	3	5		38.6	29.7	22.2		33.7	2	2	4		48.8	37.1	27.3		42.3
SUNY EMPIRE STATE COLLEGE		IIB	1	1	1*	1	38.3	31.4	25.4	22.0	28.9	1	1*	1*	1*	47.5	39.2	32.0	27.3	36.2
SUNY MARITIME COLLEGE		IIB	1*	1	1		41.4	28.7	24.5	----	29.9	1*	1	1		53.6	36.0	29.8	----	37.4
SUNY STATE C OF OPTOMETRY		IIC					46.8	38.6	27.7	----	33.6					57.2	47.8	34.2	----	41.3
SUNY AT ALBANY		I	1	1*	1		51.4	37.9	28.6		40.5	1	1*	1		63.4	47.7	35.6		50.4
SUNY AT BINGHAMTON		I	1	1	2		50.2	36.1	27.0		38.1	1	1	2		62.0	45.1	33.3		47.3
SUNY AT BUFFALO		I	1	1*	1		52.8	37.4	29.1	----	40.9	1	1*	1		64.7	46.6	35.9	----	50.5
SUNY AT STONY BROOK		I	1*	1	2		53.5	36.9	27.4	----	40.7	1	1*	2		65.6	46.0	33.7	----	50.1
SULLIVAN CO CMTY COLLEGE		III	2	2	3		31.9	28.2	21.6	----	27.7	2	1	2		41.3	36.8	28.7	----	36.2
SYRACUSE UNIVERSITY		I	3	4	5	3	42.2	30.8	24.3	20.6	34.0	2	3	4	1	53.7	39.3	30.8	27.6	43.3
UTICA COLLEGE-SYRACUSE UNIV.	4	IIB	3	3	3		30.9	24.9	20.1	----	24.3	2	3	3		38.6	31.0	24.4	----	30.1
TROCAIRE COLLEGE		III			5	5	----	----	18.6	15.6	17.4			5	5	----	----	21.5	18.0	20.1
DESTER CO CMTY COLLEGE		III	2	2	1	2	33.6	28.8	25.0	20.3	27.7	1	1	1	1	44.3	38.3	33.3	27.5	36.9
UNION COLLEGE		IIA	1	1	2	1	41.8	31.9	25.1	22.1	33.5	1	1	2	2	52.7	41.2	31.2	26.4	42.3
US MERCHANT MARINE ACADEMY	8	IIC					47.0	38.1	30.3	----	37.9					51.9	42.3	33.8	----	41.9
UNIVERSITY OF ROCHESTER		I	2	1	2	3	47.6	34.9	27.0	20.6	36.4	2	1	2	2	58.4	43.1	33.3	26.1	44.9
VASSAR COLLEGE		IIB	1*	1	1		43.6	30.5	24.3	----	31.7	1*	1	1		56.1	38.6	30.0	----	40.1
WAGNER COLLEGE		IIA	4	4	5	5	33.6	27.0	21.0	17.2	25.1	4	4	5	5	41.2	31.8	24.6	19.8	29.8
WELLS COLLEGE		IIB	3	3	4		28.9	24.4	19.5	----	24.5	3	3	4		35.5	28.9	23.2	----	29.5
WESTCHESTER COMMUNITY COLL.		III	1*	1*	1*	1	49.5	43.4	36.9	23.2	41.1	1*	1*	1*	1*	62.6	55.4	48.0	30.1	52.8
NORTH CAROLINA																				
APPALACHIAN STATE UNIV		IIA	4	4	1	3	33.1	27.7	25.8	19.4	29.0	4	4	3	4	39.1	32.3	30.1	22.8	34.1
ATLANTIC CHRISTIAN COLLEGE		IIB	4	5	5	4	25.0	20.4	18.0	17.0	20.2	4	5	5	4	30.3	24.0	21.1	19.6	23.9
BARBER-SCOTIA COLLEGE		IIC					----	----	18.3	17.7	18.9					----	----	20.5	19.9	21.2
BELMONT ABBEY COLLEGE		IIB		5	4		----	20.8	18.7	----	18.3		5	4		----	24.2	21.8	----	21.3
BENNETT COLLEGE		IIB	5	5	5	5	22.6	16.8	17.3	15.0	18.0	5	5	5	5	25.6	19.2	19.8	16.3	20.3
CATAWBA COLLEGE		IIB	4	5	4		25.9	19.6	19.0	----	22.6	4	5	4		31.4	23.3	22.6	----	27.2
DAVIDSON COLLEGE	23	IIB	1	1*	1		38.1	32.4	23.5	----	31.0	1	1*	1		47.7	40.6	28.6	----	38.6
DUKE UNIVERSITY		I	1	1	1	1*	49.1	34.7	28.0	26.9	40.7	1	1	2	1*	60.5	42.9	32.7	31.1	49.8
EAST CAROLINA UNIVERSITY		IIA	3	2	3	2	36.4	29.9	24.2	20.3	28.7	3	3	4	3	43.3	35.4	28.6	24.3	33.9
ELIZABETH CITY STATE UNIV		IIB	2	2	1	1*	33.4	27.5	25.0	22.5	27.5	2	2	1	1*	40.0	33.0	30.1	27.2	33.0
ELON COLLEGE		IIB	4	4	4	3	25.4	23.6	19.9	17.5	21.9	4	4	4	3	30.2	27.8	23.5	20.6	25.8
FAYETTEVILLE STATE UNIV		IIB	1	1	1	1	34.9	29.1	24.3	21.3	27.1	2	1	1	1	41.5	34.9	29.3	25.8	32.5
GARDNER-WEBB COLLEGE	PNA	IIB																		
GREENSBORO COLLEGE		IIB	4	4	4		25.5	22.5	19.7	----	21.6	4	4	4		31.3	27.2	23.4	----	25.9
GUILFORD COLLEGE		IIB	2	2	3	3	32.2	26.4	20.8	17.6	25.8	2	2	3	3	39.5	32.3	25.7	21.9	31.7
HIGH POINT COLLEGE		IIB	4	4	4	4	26.6	22.0	19.9	16.1	21.8	4	4	4	4	31.4	26.4	24.0	19.2	26.0
JOHNSN C SMITH UNIVERSITY		IIB		4	3	4	----	22.8	20.1	16.6	19.9		4	4	4	----	26.0	23.0	19.1	22.7
LENOIR-RHYNE COLLEGE		IIB	4	4	4		25.2	22.2	19.3	----	22.6	4	4	4		30.1	26.6	23.0	----	26.9
LIVINGSTONE COLLEGE		IIB		5	5	5		19.8	15.9	15.3	17.0		5	5	5		22.3	17.8	17.1	19.1
MARS HILL COLLEGE	4	IIB	5	5	4		24.3	20.7	19.4	----	21.5	5	5	4		27.6	23.6	23.1	----	24.6
METRODIST COLLEGE		IIB		5	5	4	----	19.0	17.0	15.8	17.9		5	5	5	----	21.8	19.6	18.2	20.8
N C A/T STATE UNIV		IIA	3	2	2	2	35.7	30.3	25.3	20.8	28.1	3	3	3	3	42.5	36.0	30.1	24.9	33.4
NORTH CAROLINA CENTRAL UNIV		IIA	2	3	1	1*	38.2	29.5	26.5	23.7	29.7	2	3	2	1	45.1	35.2	31.8	28.4	35.4
NORTH CAROLINA SCH ARTS		IIC								24.4	24.4								29.0	29.0
NORTH CAROLINA STATE UNIV		I	2	2	1	1	45.2	33.3	28.8	23.7	33.1	3	3	2	1	53.3	39.0	33.6	28.0	38.8
NORTH CAROLINA WESLEYAN COLL	1	IIB	5	4	4		23.5	21.0	18.7	----	19.9	5	5	5		27.0	24.0	21.4	----	22.8
PEMBROKE STATE UNIV		IIB	1	1	1		35.3	29.2	23.7	----	27.9	2	1	2		42.0	34.7	28.3	----	33.3
PFEIFFER COLLEGE		IIB	5	5	4	5	22.7	19.6	19.2	14.6	19.7	4	4	4	5	29.3	25.4	22.9	17.4	24.8
ROANOKE BIBLE COLLEGE		IIC					----	----	----		11.9					----	----	----		14.8
SACRED HEART COLLEGE		IIB			5		----	----	15.6	----	16.1			5		----	----	17.1	----	17.8
ST.ANDREWS PRESBYTERIAN COLL		IIB	3	3	4	3	30.3	25.0	19.5	18.2	23.3	3	3	4	4	34.6	29.6	22.9	20.3	27.2
SALEM COLLEGE		IIB	3	3	3		29.0	24.0	21.1	----	25.1	3	3	3		34.3	28.5	25.6	----	29.8
STHESTN BAPTIST THEOL SEM		IIC					27.5	----	----		26.5					36.4	----	----		34.9
UNIV OF N C ASHEVILLE		IIB	1	1	1*	1	36.0	28.2	25.4	21.8	27.8	2	2	1	1	42.5	33.2	29.7	25.7	32.7
UNIV OF N C CHAPEL HILL		I	2	2	2	1	46.2	34.1	27.8	23.9	37.2	2	2	3	1	54.4	40.0	32.2	27.7	43.7
UNIV OF N C CHARLOTTE		IIA	3	2	2		36.5	30.5	25.2	----	28.4	3	3	3		43.1	35.7	29.4	----	33.3
UNIV OF N C GREENSBORO		I	3	3	3	2	42.8	31.3	26.0	20.8	30.9	3	4	4	3	50.4	36.9	30.4	24.7	36.3
UNIV OF N C WILMINGTON		IIB	1	1	1		35.1	28.8	24.1	----	26.8	2	2	1		41.7	34.2	28.4	----	31.7
WAKE FOREST UNIVERSITY		IIA	1	1	3	5	39.9	32.0	24.5	17.4	31.8	2	2	3	5	48.3	39.0	29.1	19.6	38.4
WESTERN CAROLINA UNIV		IIA	3	3	3	3	34.8	29.2	24.4	20.1	28.3	4	3	3	3	41.4	34.7	28.9	23.7	33.6
WINSTON-SALEM STATE UNIV		IIB	2	2	1	1	33.1	27.7	24.1	20.4	26.8	2	2	1	1	39.6	33.1	29.0	24.5	32.1
NORTH DAKOTA																				
JAMESTOWN COLLEGE		IIB		4	4	4	----	23.2	19.1	16.7	20.2		3	4	4	----	28.4	23.3	20.1	24.5
MINOT STATE COLLEGE		IIB	3	3	2	1	29.1	25.1	22.1	21.5	24.1	3	3	2	1	35.2	30.6	27.1	26.6	29.4
NORTH DAKOTA STATE UNIV.		IIA	4	4	4	4	33.5	27.3	23.5	18.5	27.3	4	4	4	4	39.5	32.5	28.2	22.5	32.5
UNIV NORTH DAKOTA-GRD FORKS		I	5	5	5	4	32.3	27.0	22.7	19.4	26.8	5	5	5	4	39.3	32.9	27.2	23.2	32.5
VALLEY CITY STATE COLLEGE		IIB	3	3	3	1	28.5	25.2	21.2	21.5	24.4	3	3	2	1*	35.0	31.1	26.5	26.8	30.2
OHIO																				
AIR FORCE INST TECHNOLOGY	23	IIC					39.3	31.3	29.2	29.2	33.8					46.2	36.2	33.7	33.7	39.4
ANTIOCH UNIVERSITY		IIA	5	5	5		24.1	17.8	18.7		19.7	5	5	5		30.3	22.8	23.8		25.1
ART ACADEMY OF CINCINNATI		IIC									17.4									21.1
ASHLAND COLLEGE		IIA	5	5	5	5	26.7	23.2	19.1	15.6	22.3	5	5	5	5	32.1	28.1	23.2	19.3	26.9
ATHENAEUM OF OHIO		IIC							----	----	----							----	----	----
BALDWIN-WALLACE COLLEGE		IIB	3	3	3		30.6	25.0	20.8		26.8	2	2	2		38.9	32.2	27.5		34.4
BELMONT TECHNICAL COLLEGE		III				3		----	----	19.2	20.6				3		----	----	23.3	25.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
28.	99.	95.	37.	16.					75	65	45	8	5	18	23	11	----	31.8	24.7	17.5	----	30.9	24.8	18.7
25.	94.	87.							15	39	20	2	2	21	21		----	30.9	23.6	----	----	29.9	22.7	
25.		67.	3.						4	24	24	2		3	14		----	----	26.4	----		----	22.4	
26.	ALL	83.	6.						64	29	16		1		2		----	----	----		----		----	
25.	93.	90.	25.						9	30	20	2	5	12	20	6	----	31.9	25.7	----	----	30.3	25.0	----
25.	94.	75.	12.						16	18	22	4	1	2	4		----	----	----	----	----	----	----	
23.	43.	21.							6	19	9	2	1		6	3	----	----	28.6	----	----		26.3	----
24.	98.	95.	17.						230	196	95		10	33	43		51.7	38.0	29.3		46.3	37.3	27.2	
24.	98.	94.	9.						154	138	74		9	32	41		50.4	36.8	27.5		46.3	33.3	26.0	
24.	99.	90.	5.						340	233	128	2	18	47	39	2	53.1	38.1	29.7	----	46.9	34.3	27.1	----
23.	99.	97.	6.						249	146	124	1	15	31	39	4	53.9	37.7	28.0	----	47.8	33.2	25.5	----
31.	96.	79.	50.						20	19	9	2	3	5	5	1	----	----	----	----	----	----	----	----
27.	99.	83.	18.	13.	5.7	6.1	6.2	8.1	375	194	131	9	25	65	80	7	42.6	31.5	25.5	21.1	36.4	28.7	22.4	19.8
24.	ALL	82.	12.		5.5	5.6	5.6	----	22	30	13	3		9	21	1	----	25.2	21.0	----		24.0	19.5	----
16.					----	----	5.3	6.2	1		3		2	1	13	16	----		----		----	----	----	----
33.	ALL	96.	71.	18.					26	17	13	11	4	7	1	11	----	29.4	----	19.9	----	27.6	----	20.8
26.	95.	56.			7.1	8.1	8.1	7.3	55	48	25	3	1	7	11	4	----	32.6	25.5	----	----	27.5	24.3	----
11.	89.	91.	55.						27	22	18	5			4		----	----	----	----			----	
23.	97.	65.			6.6	9.4	10.1	6.8	210	120	93	3	8	33	71	34	47.7	35.6	28.2	----	43.7	32.4	25.4	----
26.	98.	ALL			6.9	7.0	8.4	----	48	28	46	3	17	20	35	1	43.9	30.9	24.4	----	42.8	30.1	24.2	----
19.	ALL	95.	27.		5.0	6.3	12.6	7.1	16	11	13	6	2	9	9	7	----	27.7	21.4	17.9	----	26.2	20.5	16.6
20.	ALL	80.	10.		3.9	5.4	5.0	----	14	8	3	1	5	7	7	4	----	24.2	----	----	----	24.6	----	----
28.	ALL	ALL	82.		9.4	10.3	9.8	4.3	31	39	43		5	20	31	7	----	43.6	37.5		----	43.0	36.1	----
18.	97.	68.	14.		9.9	11.0	11.0	9.9	195	94	64	23	32	37	26	10	33.5	28.0	26.1	19.6	30.7	26.7	24.9	18.9
18.	89.	75.	17.		8.6	4.6	6.2	9.9	18	20	10	6	1	8	19	3	----	20.5	16.8	----	----	20.0	18.6	----
12.									4	2	3	7	1	3	6	6	----	----	----	18.4	----	----	----	16.8
17.		75.	30.						4	10	6	1		2	4	2	----	----	----	----	----	----	----	----
13.	36.	20.	18.						5	4	1	5	6	6	10	5	----	----	----	----	----	----	----	----
20.	94.	89.	29.		10.0	10.7	10.3	----	27	8	7	2	5	1	7	2	----	----	18.7	----	----	----	19.3	----
24.	97.	94.	12.		6.5	7.9	10.1		35	35	34	3					----	----	----	----				
22.	99.	85.	7.		7.4	7.5	8.6	7.8	276	129	72	5	8	24	34	5	49.0	35.0	28.4	----	52.6	33.1	27.1	----
18.	98.	82.	42.	9.	10.2	10.8	10.8	9.8	177	119	86	2	32	52	82	9	36.8	30.4	24.5	----	34.4	28.8	23.9	----
20.	93.	35.	31.	17.	8.4	9.4	10.1	----	19	18	17	4	8	5	9	2	32.9	----	25.3	----	34.3	----	24.5	----
18.	93.	86.	17.						12	29	23	3	2	6	13	6	----	24.0	20.4	----	----	21.8	18.9	----
20.	91.	61.	28.	45.	8.7	10.8	8.8	8.7	18	37	36	7	4	9	18	4	----	29.2	24.1	----	----	28.7	24.8	----
20.	ALL	78.	58.		5.3	5.9	5.7	----	6	8	6		1	1	6	3	----	----	19.8		----	----	19.6	----
23.	ALL	89.	33.						22	19	14	4	3	8	10	2	----	27.0	21.3	----	----	25.1	20.1	----
19.	81.	55.	41.		7.3	13.8	15.0	11.4	16	5	12	4		2	5	5	----	----	----	----	----	----	----	----
14.		59.	39.		----	6.5	7.7	5.4	4	13	16	8	1	4	7	14	----	----	20.2	17.2	----	----	19.7	16.2
19.	ALL	86.	42.		8.1	10.7	7.4	----	29	13	11	2	9	8	8	3	25.3	22.2	19.7	----	25.1	22.2	18.6	----
12.		23.	6.							6	11	2		7	6	9		20.1	15.4	----		19.6	16.7	----
15.	ALL	97.	27.						22	23	6	2	5	12	5	3	----	21.1	----	----	----	19.9	----	----
16.		88.	36.						4	9	7	3	1	8	4	4	----	19.9	----	----	----	18.0	----	----
19.	93.	86.	36.	21.	9.7	9.7	10.2	9.1	57	46	58	14	14	23	45	15	35.9	30.9	26.4	22.5	35.2	29.0	23.9	19.2
19.	98.	64.	41.	70.	11.4	10.0	11.2	9.6	37	55	46	4	10	29	45	6	38.7	30.0	27.1	----	36.4	28.5	25.8	----
19.				1.				10.8				48				35				25.6				22.9
17.	ALL	81.	13.		13.5	13.2	13.0	12.9	311	237	168	12	13	37	73	5	45.5	33.7	29.5	----	38.6	30.9	27.3	----
15.	ALL	67.	14.						7	6	15	1			6	1	----	----	18.9	----			18.4	----
19.	96.	89.	31.		10.7	10.3	10.8	----	25	30	19	4	3	6	7	1	----	29.3	23.6	----	----	28.8	23.9	----
25.	ALL	93.	20.		6.9	9.4	6.3	----	15	10	9	5	2	4	6	3	----	----	20.3	----	----	----	17.5	----
24.									4	2	3		1	1			----	----	----		----	----		
10.									1	2	6		3	2	8	1	----	----	17.4		----	----	14.3	----
17.	91.	71.	26.		0.3	0.3	0.0	----	11	15	13	2		2	6	4	----	----	19.3	----		----	19.9	----
19.	ALL	83.	38.		9.4	14.7	8.6	----	9	15	4	1	8	8	4	1	29.1	24.1	----	----	28.8	23.9	----	----
32.	ALL				5.3	----	----		27	4	1						----	----	----					
18.	85.	80.	4.		11.3	10.5	12.7	----	19	25	17	6	1	5	10	2	----	----	24.9	----	----	----	26.3	----
17.	98.	86.	5.		10.4	10.8	13.0	13.6	469	199	157	7	37	74	79	7	46.8	34.7	28.5	24.2	38.7	32.5	26.4	23.6
17.	98.	88.	17.		10.4	11.3	12.2	----	80	125	89		15	34	43	1	36.7	30.9	25.4		35.5	29.1	24.8	----
18.	ALL	96.	27.		9.5	10.0	10.5	10.0	106	108	73	14	26	52	66	20	43.2	31.2	26.4	21.4	41.6	31.4	25.5	20.4
18.	ALL	81.	18.		10.4	10.9	11.5	----	44	63	73		2	18	38	2	----	28.7	24.3		----	29.3	23.7	----
20.	99.	81.	15.		5.4	6.2	6.3	7.1	88	65	33	9	4	13	13	11	----	32.9	24.7	18.2	----	27.6	24.1	16.8
19.	96.	85.	43.		9.9	10.4	11.4	12.9	62	91	52	15	8	19	34	8	35.0	29.3	24.7	20.2	33.0	28.4	23.9	20.0
20.	93.	44.	28.		13.3	12.0	11.4	7.7	19	23	16	8	8	13	23	6	33.7	28.1	25.4	19.9	31.7	27.0	23.2	20.9
21.					----	6.9	9.5	6.0	4	9	6	5		2	8	6	----	----	19.7	----		----	18.7	----
22.	96.	93.	29.		0.2	0.7	1.0	----	20	26	22	2	4	4	12	4	----	----	22.6	----	----	----	21.1	----
19.	94.	81.	13.	14.					135	114	96	16	5	15	26	6	----	27.5	23.8	18.6	----	26.4	22.3	18.2
21.	97.	73.	19.		0.0	0.9	2.1	0.7	130	104	58	11	13	35	47	26	32.5	27.6	23.8	20.5	30.8	25.5	21.3	18.9
24.	86.	75.	20.	9.	0.0	0.6	0.5	0.0	14	13	3	6		3	7	5	----	----	----	----		----	----	----
17.					15.0	14.0	17.0	7.0	37	27	23	6					----	----	----	----				
27.	56.	55.			11.6	10.4	11.7		35	7	6		10	4	6		23.9	----	20.2		24.6	----	17.1	
21.																								
21.	ALL	71.	17.		2.5	5.7	7.3	----	28	26	22	4	3	8	13	5	----	23.3	19.4	----	----	22.9	18.5	----
---												1			2					----			----	
28.	93.	89.	28.		6.7	7.6	6.6		54	32	18		6	15	7		30.8	25.2	21.2		29.3	24.7	19.9	
22.										2	3	12		2	2	14		----	----	19.6		----	----	18.9

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
O H I O(CONTD)																				
BLUFFTON COLLEGE		IIB	5	5	5		22.8	19.4	17.2	----	20.1	5	5	5		27.5	23.1	20.3	----	23.9
BORROMEO COLLEGE OF OHIO		IIC									6.5									8.6
BOWLING GREEN STATE UNIV.		I	4	3	3	4	40.5	31.9	25.7	19.1	32.1	4	3	3	4	48.3	38.4	31.2	23.0	38.6
BOWLING GREEN STATE U-FRLDS.		III		1	2	1	----	30.6	23.0	21.0	25.2		1	2	2	----	36.8	28.7	25.3	30.6
CAPITAL UNIVERSITY		IIB	3	4	4	4	29.6	21.6	19.1	17.1	24.2	2	4	4	3	37.6	26.4	23.6	20.6	30.2
CASE WESTERN RESERVE UNIV.		I	2	2	1	2	45.6	33.1	28.3	21.4	35.7	2	2	1	2	56.1	40.9	35.2	26.5	44.1
CEDARVILLE COLLEGE		IIB	3	4	3		28.1	23.0	20.8	----	23.1	4	4	3		33.1	27.1	24.6	----	27.2
CIRCLEVILLE BIBLE COLLEGE		IIC					----		----		13.1					----		----		15.7
CLARK TECHNICAL COLLEGE		III		2	1	1	----	28.0	24.7	21.4	25.5		2	1	1	----	35.1	31.2	27.5	32.2
CLEVELAND STATE UNIVERSITY	3	IIA	1*	1*	1	1	44.3	33.2	27.2	23.4	35.0	1*	1	1	1	53.5	40.8	33.6	29.6	42.9
COLLEGE OF MOUNT ST. JOSEPH		IIB	3	4	4	3	28.3	22.9	19.4	17.7	22.0	3	4	4	3	34.2	27.2	22.9	20.9	26.1
UNIVERSITY OF STEUBENVILLE		IIB	4	5	5		26.2	20.6	18.0	----	20.4	3	4	4		34.1	26.0	22.4	----	25.9
COLLEGE OF WOOSTER		IIB	2	3	3		33.2	25.6	20.8	----	27.7	1	2	3		43.9	31.6	24.7	----	35.3
COLUMBUS COLLEGE ART&DESIGN		IIC					26.0	20.4	19.2	16.6	19.8					30.7	24.3	23.0	20.1	23.7
CUYAHOGA COMM.COLLEGE DIST.		III									33.2									41.3
DEFIANCE COLLEGE		IIB	5	5	4		23.2	20.5	19.1	----	20.7	5	5	4		27.3	24.5	22.0	----	24.3
DENISON UNIVERSITY		IIB	1	1	2	2	36.3	29.4	22.5	19.5	29.7	1	1	2	2	48.9	37.6	27.4	23.6	38.7
DYKE COLLEGE		IIC						----	17.4	15.2	17.0						----	20.2	17.8	19.7
EDISON STATE CMTY COLLEGE		III		5	3	2		23.4	22.6	20.5	22.3		5	4	2		27.8	26.9	24.5	26.6
FRANKLIN UNIVERSITY		IIB									25.7									30.5
HEBREW UNION COLLEGE	40	IIC					42.1	29.4	----		37.0					52.8	38.7	----		46.6
HEIDELBERG COLLEGE		IIB	4	4	4	4	27.8	22.0	19.9	16.4	22.6	3	4	4	4	35.3	27.1	23.1	19.3	27.6
HIRAM COLLEGE		IIB	3	3	3		30.1	24.1	21.7	----	25.1	3	3	2		37.3	28.9	26.8	----	30.7
JEFFERSON TECHNICAL COLLEGE	1	III		3	4	4		26.4	20.1	17.3	22.5		3	4	4		32.3	25.0	21.9	27.8
JOHN CARROLL UNIVERSITY		IIA	4	4	3	1	33.9	28.0	23.9	23.5	30.1	3	3	2	1*	42.4	36.1	31.8	31.3	38.4
KENT ST UNIV-MAIN CAMPUS		I	4	4	3	5	40.6	30.9	26.1	18.6	32.3	4	3	2	4	49.2	38.1	32.7	24.0	39.7
KENT ST UNIV-ASHTABULTA		III		2	1			28.6	25.6	----	25.7		2	1			35.6	32.1	----	32.3
KENT ST UNIV-LIVERPOOL		III			2				23.1	----	23.2			2				29.2	----	29.3
KENT ST UNIV-GEAUGA		III						----	----	----	----						----	----	----	----
KENT ST UNIV-SALEM		III			2		----	----	23.0	----	24.5			2		----	----	29.1	----	30.8
KENT ST UNIV-STARK		III		1	1		----	30.2	26.0	----	28.1		1	1		----	37.3	32.6	----	34.9
KENT ST UNIV-TRUMBULL		III		1	2		----	29.5	23.7	----	26.5		2	2		----	36.5	30.0	----	33.1
KENT ST UNIV-TUSCARAWAS		III		2	1		----	29.1	25.1	----	25.5		2	1		----	36.2	31.6	----	32.0
KENYON COLLEGE		IIB	1*	1*	2	1	43.8	31.5	23.1	20.3	31.2	1*	1	2	2	52.8	38.6	27.5	24.0	37.8
LAKE ERIE COLLEGE	19	IIB		4	5		----	21.7	18.1	----	19.7		4	4		----	26.2	22.0	----	23.9
LIMA TECHNICAL COLLEGE		III		2	2	2		29.0	24.5	20.8	23.9		2	2	2		35.1	30.0	25.7	29.3
LORAIN COUNTY COMM.COLLEGE		III		1*	1	1	----	33.4	26.4	21.1	27.5		1*	1	2	----	40.3	32.2	25.9	33.5
LOURDES COLLEGE		IIB				3			----	18.0	18.1				3			----	21.8	21.9
MALONE COLLEGE		IIB	5	5	5		23.0	18.6	15.8	----	19.3	4	5	5		29.4	22.5	19.0	----	23.9
MARIETTA COLLEGE		IIB	3	3	2		29.5	24.7	23.3	----	26.5	2	3	2		37.4	30.9	28.3	----	33.0
METHODIST THEOL SCH OHIO		IIC					32.6	----	----		31.4					37.8	----	----		36.4
MIAMI UNIV-HAMILTON CAMPUS		III		1	2		----	30.2	23.4	----	26.6		1	2		----	37.0	29.4	----	32.8
MIAMI UNIV-MIDDLETOWN CAMPUS		III		1	1	1*	----	29.9	25.2	26.7	27.5		1	1	1*	----	36.8	31.4	32.9	34.0
MIAMI UNIV-OXFORD CAMPUS		I	3	3	4	1	41.6	31.7	24.9	22.7	31.9	3	3	3	1	50.6	39.2	31.4	28.8	39.4
OWENS TECH COLLEGE		III	3	4	3	3	29.4	25.2	22.8	19.0	22.5	2	2	2	2	38.9	33.7	30.7	26.0	30.3
MOUNT UNION COLLEGE	4	IIB	3	3	3	3	30.5	24.2	21.5	17.6	25.1	2	3	2	3	38.8	31.0	26.2	20.8	31.6
MOUNT VERNON NAZARENE COLL.		IIB	5	4	4		24.5	22.0	18.8	----	20.4	4	4	4		29.6	26.2	22.6	----	24.4
MUSKINGUM AREA TECHNICAL COL		III		5	4	2	----	23.5	21.4	19.4	21.6		4	3	2	----	29.7	27.2	25.1	27.6
MUSKINGUM COLLEGE		IIB	2	2	2	3	32.5	26.5	22.6	18.2	26.2	2	2	2	4	41.5	33.0	27.8	20.2	32.6
NORTH CENTRAL TECH COLLEGE	1	III		5	4	4	----	22.7	20.8	17.0	21.2		5	4	4	----	28.3	26.2	21.7	26.7
NOTRE DAME COLLEGE		IIB		5	4	4	----	19.8	19.5	16.7	19.6		5	4	3	----	23.9	23.5	20.4	23.8
OBERLIN COLLEGE		IIB	1*	1	1	1	41.9	30.6	24.3	20.9	33.5	1*	1	1	1	56.5	39.0	29.6	25.2	43.6
OHIO COLLEGE PODIATRIC MED.		IIC					----	35.4	30.4	----	33.7					----	43.0	36.1	----	40.4
OHIO DOMINICAN COLLEGE		IIB	4	4	5		25.5	21.1	18.6	----	20.1	5	5	5		28.8	24.3	21.7	----	23.1
OHIO NORTHERN UNIVERSITY		IIB	2	2	2	2	32.4	26.1	22.6	18.9	27.1	2	2	2	2	40.7	31.7	27.2	22.8	33.3
OHIO STATE U MAIN CAMPUS		I	2	1	1*	2	47.6	35.2	30.0	22.4	38.3	2	1	1	1	56.6	42.3	36.3	27.6	45.9
OHIO STATE U-AG.TECH.INST.		III		2	2			28.0	24.4	----	26.0		2	2			34.1	29.8	----	31.7
OHIO STATE U-LIMA		III		1	1			31.5	25.4		28.7		1	1			38.0	31.0		34.8
OHIO STATE U-MANSFIELD		III		1*	1		----	34.0	26.0	----	29.7		1*	1		----	40.7	31.7	----	35.8
OHIO STATE U-MARION		III		1	2		----	31.0	23.0	----	28.5		1	3		----	37.4	28.2	----	34.6
OHIO STATE U-NEWARK		III		1	1			30.4	26.7	----	27.6		1	1			36.8	32.5	----	33.5
OHIO UNIVERSITY-ATHENS		I	4	3	3	3	39.7	31.3	26.1	20.6	33.0	4	3	3	2	48.2	38.6	32.6	26.3	40.5
OHIO UNIVERSITY-BELMONT		III			1			----	26.5		27.8			1			----	33.0		34.6
OHIO UNIVERSITY-CHILLICOTHE		III		2	2			27.4	23.1	----	24.7		2	2			34.1	29.2	----	31.0
OHIO UNIVERSITY-LANCASTER		III		2	3			28.3	22.4	----	25.3		2	3			35.2	28.4	----	31.8
OHIO UNIVERSITY-ZANESVILLE		III		2	3		----	27.4	22.0	----	24.8		2	3		----	33.9	27.9	----	31.1
OHIO WESLEYAN UNIVERSITY		IIB	2	3	2	2	33.2	25.0	21.8	18.8	27.5	1	2	2	2	43.2	32.8	28.2	23.7	35.7
OTTERBEIN COLLEGE		IIB	3	4	4	4	29.9	23.2	20.0	16.8	21.6	3	4	4	4	35.4	27.4	22.7	18.7	25.0
RIO GRANDE COLLEGE		IIB		4	4	4	----	22.7	19.9	16.7	19.5		4	3	3	----	27.5	24.1	21.1	23.9
SHAWNEE STATE COMMUNITY COLL		III		2	2	3		27.4	23.5	19.2	22.6		3	3	3		32.8	28.3	23.4	27.2
SINCLAIR COMMUNITY COLLEGE		III	3	5	5	5	28.7	23.0	19.9	16.3	24.5	4	5	4	4	35.1	28.5	24.8	20.7	30.2
SOUTHERN STATE COMM COLLEGE		III			3	4		----	22.1	17.5	19.3			3	4		----	27.4	22.1	24.2
STARK TECHNICAL COLLEGE		III		2	3	3		26.9	22.2	18.4	20.9		2	2	2		36.1	30.3	25.6	28.7
TIFFIN UNIVERSITY		IIB									19.5									22.7
TRINITY LUTHERAN SEMINARY		IIC					27.9	25.6	----		26.4					33.4	30.7	----		31.6
UNITED THEOLOGICAL SEMINARY		IIC					24.7	----	----		24.4					28.8	----	----		28.4
U OF AKRON MAIN CAMPUS		I	4	3	3	2	40.1	31.6	26.3	22.0	31.6	4	3	3	2	48.5	38.6	32.3	27.4	38.6
UNIV CINCINNATI-MAIN CAMPUS		I	3	2	2	3	44.0	33.3	27.0	19.7	35.3	2	2	2	3	54.7	41.4	33.5	24.5	43.8
UNIV CINCINNATI-CLERMONT GEN		III			2		----	----	24.4	----	25.6			2		----	----	30.3	----	31.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	79.	60.	36.		8.1	8.9	7.8	----	16	9	5		3	1	9	1	----	----	----		----	----	----	----
32.																								
20.	ALL	95.	30.	8.	6.9	7.6	9.0	7.8	244	168	104	29	21	54	61	37	40.8	32.4	26.2	19.3	37.6	30.4	24.8	18.9
21.		ALL	20.	8.	----	6.7	8.5	----	1	11	8	8		1	2	4	----	----	----	----		----	----	----
25.	ALL	61.	22.		6.4	6.5	11.6	----	43	20	11	4	13	13	16	6	30.4	22.6	20.1	----	27.0	20.0	18.5	----
24.	97.	83.							189	117	107	18	13	30	34	20	45.8	33.6	28.8	20.9	41.7	31.0	26.8	21.7
18.	87.	68.	21.		5.0	2.7	2.7	----	22	13	26	2	1	6	13	2	----	23.1	21.7	----	----	22.8	19.2	----
20.					----		----		2		4		3		1		----		----		----		----	
26.					----	4.0	4.0	4.0	1	11	15	3	2	10	11	10	----	30.8	26.3	----	----	25.1	22.5	----
22.	98.	93.	2.		8.2	8.4	8.6	7.7	143	199	66	10	13	41	34	9	44.2	33.7	29.0	23.6	45.3	31.2	23.7	23.2
19.	ALL	58.	21.		6.9	8.1	8.8	----	5	4	4		4	15	15	6	----	----	----		----	----	----	----
27.	ALL	68.	15.						6	15	7	1	2	4	6	2	----	----	17.3	----	----	----	18.8	----
28.	98.	92.			5.2	5.4	5.5	----	59	16	21	1	2	8	13	4	----	25.7	21.4	----	----	25.4	19.8	----
20.									7	13	8	12		2	1	2	----	----	----	----		----	----	----
25.																								
17.	ALL	89.	9.		5.6	4.8	5.1	----	11	14	6	3	1	5	5	1	----	----	----	----	----	----	----	----
30.	ALL	82.			5.1	5.8	5.7	6.3	65	20	25	8	6	8	21	4	36.5	30.0	22.8	----	34.6	28.0	22.1	----
16.			75.							4	3	5		1	5	7		----	----	----		----	----	----
19.		82.	72.	44.						8	10	6		3	8	3		----	23.9	----		----	21.0	----
19.																								
26.	ALL				4.0	5.8	----		25	8	5						----	----	----					
22.	ALL	ALL	31.		6.8	7.8	7.5	----	16	11	11	4	2	3	5	3	----	----	----	----	----	----	----	----
22.	ALL	83.	14.		4.2	5.2	8.3	----	25	16	18	1	1	8	4	3	----	25.2	----	----	----	22.0	----	----
24.										15	7	5		9	6	7		26.0	20.9	----		26.9	19.2	----
28.	ALL	ALL	39.	83.	6.7	6.9	6.8	8.0	62	22	21	5	10	7	7	1	34.4	28.3	24.4	----	30.8	27.1	22.4	----
23.	ALL	95.	44.	18.	6.9	7.4	7.8	7.1	212	186	139	2	15	53	77	15	40.8	30.9	26.6	----	38.0	30.9	25.2	----
25.		ALL	78.			6.6	7.2	----		6	13	1		1	5	2		----	----	----		----	----	----
27.			62.				7.9	----			7				6	1			25.0				20.9	----
---						----	----			1	2	1		1				----	----	----		----		
26.			38.		----	----	----	----	1	2	4	2			4		----	----	----	----				
24.		ALL	90.		----	7.1	6.6	----	2	18	17	2	1	4	12		----	----	27.0	----	----	----	24.7	
25.		ALL	59.		----	7.2	8.0	----	1	14	15	2		8	7		----	30.1	23.1	----		28.4	25.2	
25.		ALL	72.		----	7.8	7.1	----	1	6	11	1		2	7	4	----	----	25.1	----		----	25.1	----
21.	ALL	98.	7.		5.6	6.2	7.9	----	24	40	15	2		5	14	5	----	----	24.2	----		----	21.9	----
21.		83.							3	8	14	1	2	4	10	4	----	----	18.5	----	----	----	17.7	----
23.										7	10	9		9	11	21		28.8	24.5	22.6		29.1	24.4	20.0
22.		ALL	ALL	11.	----	6.7	8.7	9.0	5	29	17	11		9	8	25	----	33.5	26.5	19.9		33.3	26.0	21.6
21.							----	4.8				2			1	5				----			----	----
24.	93.	69.			4.9	5.1	7.2	----	14	10	5	2	1	3	3	2	----	----	----	----	----	----	----	----
25.	ALL	81.	20.		3.7	4.7	6.7	----	35	24	12	1	1	3	3	2	----	----	----	----	----	----	----	----
16.	ALL				0.6	----	----		14	1	1		1	2			----	----	----	----		----	----	----
24.		ALL	22.		----	9.5	10.4	----	3	12	6	2		3	12	3	----	----	23.3	----		----	23.5	----
23.		ALL	25.	72.	----	9.5	9.9	10.0	1	11	6	7		3	6	11	----	----	26.2	30.4		----	24.2	24.3
24.	99.	92.	24.	19.	9.0	9.7	10.1	10.2	212	190	115	57	16	34	62	38	41.8	31.8	25.4	23.1	39.0	30.8	23.9	22.0
35.	ALL	24.	5.						9	9	8	25	2	8	11	13	----	25.2	23.1	19.5	----	25.2	22.6	18.1
26.	96.	95.	50.	13.	4.8	5.3	5.3	5.5	22	16	11	5	1	5	1	3	----	----	----	----	----	----	----	----
20.									9	9	16	4	1		10		----	----	18.8	----	----		18.9	
27.					----	8.6	8.2	----	1	8	12	7		2	4	2	----	----	----	----		----	----	----
24.	ALL	76.	13.		4.1	5.5	7.2	----	22	12	18	6		5	6	1	----	----	22.9	----		----	21.5	----
26.					----	6.0	6.0	----	5	4	16	3		10	10	5	----	----	22.2	----		----	18.6	----
21.					----	5.0	9.3	6.7	1	2	5	2	3	6	11	5	----	----	----	----	----	----	----	----
30.	97.	87.	6.		8.5	9.5	10.8	----	85	47	32	4	6	13	20	5	42.0	30.5	24.5	----	40.8	31.0	23.9	----
20.									2	8	6	2		1	2	1	----	----	----	----		----	----	----
15.		89.	71.	39.	5.7	5.5	5.7		3	8	8	1	6	6	15	2	----	21.1	19.5	----	----	21.2	18.1	----
23.		96.	72.	30.	8.	4.5	4.3	5.6	----	51	40	20	10	2	7	10	2	----	26.1	22.8	----	----	26.2	22.3	----
20.	ALL	88.	16.	15.	7.3	7.9	8.0	7.4	709	448	329	36	34	105	133	46	47.8	35.6	30.6	24.1	43.6	33.4	28.3	21.0
22.		ALL	15.			8.1	9.1	----		15	10	1		1	3	1		----	----	----		----	----	----
21.		ALL	57.			7.9	7.3			15	9			2	5			----	----			----	----	
21.		85.	65.		----	8.6	10.1	----	2	11	12			2	5	1	----	----	----	----		----	----	----
21.		93.	14.		----	8.3	5.7	----	1	10	6	1		4	1		----	----	----	----		----	----	----
21.		83.	60.			7.9	8.1	----		9	9	2		3	6	1		----	26.5	----		----	26.9	----
23.	98.	90.	38.	22.	10.9	10.7	11.4	11.4	216	167	88	4	6	39	56	5	39.8	31.5	27.0	----	36.1	30.4	24.7	----
24.			82.			----	10.9			5	10				1			----	----				----	
26.		ALL	50.			9.4	12.3	----		8	6	3		1	2	1		----	----	----		----	----	----
25.		ALL	50.			10.9	10.4	----		13	9	2		3	3	1		----	----	----		----	----	----
25.		ALL	78.		----	10.9	11.0	----	2	7	4	1		3	5	1		----	----	----		----	----	----
30.	ALL	92.	18.		4.0	4.8	5.9	----	48	29	14	4	4	7	14	2	----	25.0	21.6	----	----	25.2	21.9	----
16.	ALL	87.	38.		3.4	3.0	3.6	4.0	13	17	19	5	3	6	21	4	----	23.6	20.0	----	----	22.0	20.0	----
22.		89.	45.	16.	----	5.0	5.1	4.8	2	12	15	14		6	7	11	----	23.5	20.7	16.7		21.1	18.1	16.8
21.						11.4	11.9	11.7		10	9	11		8	7	19		27.0	23.8	20.7		27.9	23.1	18.4
23.	95.	63.	16.						83	28	23	14	47	26	28	14	29.4	23.2	19.8	16.9	27.6	22.8	19.9	15.6
25.										5	4	4			3	16		----	----	----			----	----
37.										11	20	21		2	8	26		----	23.3	19.9		----	19.3	17.2
17.																								
20.	ALL	33.							9	8	1			1	1		----	----	----			----	----	
16.	92.								11	4			1	1	1		----	----				----		
22.	93.	84.	83.		5.8	6.0	6.3	5.6	196	202	136	19	14	61	76	46	40.4	32.1	26.9	23.0	36.0	30.1	25.1	21.6
24.	98.	89.	23.	3.					340	269	137	10	33	92	107	26	44.5	33.5	27.1	20.4	39.8	32.8	26.9	19.4
24.			50.						1	2	8	1		3	4		----	----	----	----		----	----	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
OHIO(CONTD)																				
UNIV CINCINNATI-WALTERS COLL		III	1	1	3	4	35.8	30.8	22.8	16.5	25.9	1	1	3	5	44.5	38.3	28.3	20.5	32.1
UNIVERSITY OF DAYTON		IIA	3	2	3	5	35.1	30.3	24.0	16.8	29.3	4	3	4	5	41.1	35.5	27.9	19.4	34.2
UNIVERSITY OF TOLEDO		I	4	3	4	3	40.0	31.5	25.5	20.4	34.1	3	2	2	2	49.9	40.0	33.0	26.8	43.0
URBANA COLLEGE		IIB	5	5	5		21.0	17.7	15.4	----	17.6	5	5	5		23.4	19.7	16.9	----	19.5
URSULINE COLLEGE		IIB			4	2	----	----	19.2	18.5	19.4			4	2	----	----	23.5	22.9	23.9
WAESR COLLEGE		IIB	4	4	4		26.9	21.9	20.0	----	22.3	4	4	4		33.4	26.4	23.4	----	26.8
WILBERFORCE UNIVERSITY		IIB		5	4	4	----	20.9	19.1	16.2	19.4		4	4	4	----	25.9	23.4	19.9	23.8
WILMINGTON COLLEGE		IIB	4	3	4		27.4	24.5	19.1	----	22.6	4	4	4		31.4	28.0	22.0	----	25.9
WITTENBERG UNIVERSITY		IIB	1	1	2	2	36.1	28.7	22.9	19.2	29.0	1	1	1	2	44.9	37.7	28.4	22.5	36.7
WRIGHT STATE UNIV.-MAIN		IIA	1*	1	1*	2	42.9	32.7	27.5	21.0	33.5	1	1	1*	2	52.6	40.5	34.3	27.0	41.4
WRIGTA STATE UNIV-WESTERN BR	41	III				1	----	----	25.5	20.5	24.7				1	----	----	32.4	26.4	31.3
XAVIER UNIVERSITY		IIA	2	3	2	3	37.1	29.6	24.9	19.5	30.0	2	2	2	2	46.7	37.1	31.9	25.3	37.9
YOUNGSTOWN STATE UNIVERSITY		IIA	2	1	2	2	37.8	31.6	25.0	20.4	31.2	2	1	1	2	47.9	40.5	32.6	27.0	40.0
OKLAHOMA																				
BACONE COLLEGE		III			5	5		----	17.5	14.5	17.0			5	5		----	19.8	16.4	19.4
BARTLESVILLE WESLEYAN COLL.		IIB									18.2									22.4
BETHANY NAZARENE COLLEGE		IIB	4	4	4		25.0	21.7	19.8	----	21.8	4	4	3		31.2	26.8	24.4	----	27.1
CAMERON UNIVERSITY	4	IIB	2	2	1	1	31.0	27.4	24.2	20.3	26.1	3	2	2	1	35.8	31.9	28.3	24.1	30.4
CENTRAL STATE UNIVERSITY		IIA	3	1	1*	1	35.3	32.1	29.3	23.5	30.7	4	3	1	2	39.1	35.7	32.6	26.3	34.2
EAST CENTRAL OKLA.ST.UNIV.		IIB	2	1	1*	1	32.6	29.9	25.6	21.3	26.9	3	2	1	2	36.2	33.3	28.5	23.9	30.0
HILLSDALE FREE WILL BAPT.COL		IIC									----									----
LANGSTON UNIVERSITY		IIB	2	3	1	1*	31.9	25.7	24.5	22.1	24.6	3	3	2	1	35.8	29.0	27.8	25.3	27.9
MIDWEST CHRISTIAN COLLEGE		IIC					18.6				18.6					22.0				22.0
NORTHEASTERN OKLA.STATE UNIV		IIA	4	3	3	2	31.8	28.6	24.1	21.8	27.0	5	4	4	3	35.4	31.9	26.9	24.4	30.1
NORTHWESTERN OKLA.STATE UNIV		IIB	2	1	1*	2	32.9	30.4	26.1	19.5	26.3	3	2	1	3	36.2	33.7	29.0	21.8	29.3
OKLAHOMA BAPTIST UNIVERSITY		IIB	4	4	3		27.9	23.5	20.2	----	22.1	3	3	3		35.3	29.0	25.4	----	27.8
OKLA CHRISTIAN COLLEGE		IIB	3	2	2	2	30.3	27.2	22.4	18.8	25.8	3	3	3	3	34.9	31.2	25.0	21.0	29.4
PANHANDLE STATE UNIVERSITY		IIB	4	2	3	1*	27.5	25.9	21.2	22.6	24.3	4	3	3	1	32.0	30.1	24.8	26.3	28.4
OKLAHOMA STATE UNIV.-MAIN		I	5	5	5	5	36.8	26.8	23.6	16.9	28.4	5	5	5	5	45.0	33.2	29.3	21.0	35.0
OKLAHOMA ST. UNIV.TECH.INST.		III	3	3	2	1	29.1	25.8	23.0	22.4	24.5	3	3	3	1	35.8	31.9	28.5	27.7	30.3
PHILLIPS UNIVERSITY		IIA	5	5	5		27.5	23.2	21.4	----	23.9	5	5	5		32.5	27.5	24.7	----	28.1
SOUTHEASTERN OKLA. ST. UNIV.		IIA	5	4	3	2	30.8	27.3	24.1	20.3	25.3	5	5	4	4	34.4	30.5	27.1	23.0	28.4
SOUTHWESTERN OKLA.ST.UNIV.		IIA	4	1	1*	1	34.2	32.0	29.1	22.7	29.7	4	3	2	2	37.9	35.6	32.4	25.5	33.1
UNIVERSITY OF OKLAHOMA		I	4	4	5	5	38.9	29.3	23.8	15.8	30.7	4	4	5	5	47.4	35.7	29.0	19.1	37.4
U OF SCI & ARTS OF OKLA		IIB	2	1	1*	1	31.8	28.3	26.4	21.8	26.0	3	2	1	1	35.5	32.9	30.0	25.4	29.6
UNIVERSITY OF TULSA		IIA	1*	1	2	2	42.9	32.0	25.0	21.3	32.6	1	2	3	2	51.4	39.0	30.0	25.3	39.3
OREGON																				
CENTRAL OREGON COMM.COLLEGE		III	2	2	1	1	31.8	28.1	24.6	21.5	26.7	2	2	1	1	41.0	36.4	32.0	28.3	34.7
COLUMBIA CHRISTIAN COLLEGE		IIB	5	5			20.5	17.9	----	----	18.2	5	5			24.0	21.2	----	----	21.5
CONCORDIA COLLEGE	4	IIB			2		----	----	21.8		23.3			2		----	----	27.4		29.3
EASTERN OREGON ST COLLEGE		IIB	4	3	3	5	27.7	25.2	20.2	15.1	23.0	3	2	2	4	35.8	32.7	26.5	20.2	30.0
JUDSON BAPTIST COLLEGE		III			5		----	----	15.6	----	16.3			5		----	----	17.7	----	21.1
LEWIS AND CLARK COLLEGE		IIA	1	4	5		41.2	28.3	21.5		31.9	2	4	5		49.1	34.2	25.7		38.2
LINFIELD COLLEGE		IIB	3	3	4		29.1	23.9	19.6	----	23.8	3	3	3		36.1	30.3	25.0	----	30.0
MARYLHURST EDUCATION CENTER		IIB									----									----
MOUNT ANGEL SEMINARY		IIC									15.7									18.3
PACIFIC NORTHWEST COLL. ART		IIC									17.4									21.5
NORTHWEST CHRISTIAN COLLEGE		IIC					----	12.8			13.9					----	22.5			24.4
WESTERN OREGON STATE COLLEGE		IIC					29.0	24.8	22.0	----	25.8					37.7	32.3	28.7	----	33.6
OREGON INST OF TECHNOLOGY		IIC					32.1	27.6	23.4	20.7	26.1					41.7	35.8	30.4	26.9	33.9
OREGON STATE UNIVERSITY		I	5	5	5	5	35.6	28.2	23.2	17.2	28.5	4	4	4	5	46.0	36.3	30.0	22.2	36.8
PACIFIC UNIVERSITY		IIB	2	3	3		31.8	24.4	20.7	----	24.4	2	3	4		39.0	29.1	23.9	----	29.0
PORTLAND STATE UNIVERSITY		IIA	4	4	4	3	32.9	26.7	23.1	19.7	28.9	3	4	3	2	42.2	34.2	29.7	25.3	37.1
THE REED INSTITUTE		IIB	1	1	2		37.7	28.6	23.2		31.5	1	1	2		46.2	35.2	27.8		38.5
SOUTHERN OREGON STATE COLL.		IIA	5	5	5	4	29.7	25.2	20.2	17.9	25.7	4	4	5	3	38.8	32.9	26.4	23.3	33.5
STHWSTN OREG CMTY COLLEGE		III	2	3	3		31.3	25.8	22.0		25.7	3	3	3		37.8	32.3	28.4		32.2
UNIVERSITY OF OREGON		I	5	5	5	4	35.7	27.5	23.0	18.7	29.1	4	4	4	3	46.3	35.6	29.8	24.2	37.8
UNIVERSITY OF PORTLAND		IIA	4	4	4		34.1	27.7	22.6		26.3	3	3	4		41.6	34.5	27.1		32.2
WARNER PACIFIC COLLEGE		IIB		4	4		----	22.9	19.2	----	21.1		4	4		----	27.0	23.7	----	25.2
WESTERN BAPTIST COLLEGE		IIC					14.2	----			14.0					18.0	----			17.4
WESTERN CONSRVTE BAPT.SEM.		IIC					24.9	----	----	----	23.6					28.1	----	----	----	26.7
WESTERN EVANGELICAL SEMINARY		IIC					23.2				23.2					26.8				26.8
WESTERN ST.CHIROPRACTIC COLL		IIC					----	----	18.9		20.5					----	----	22.2		24.1
WILLAMETTE UNIVERSITY		IIB	1	2	2		35.9	27.8	22.4	----	30.3	1	2	2		45.4	33.8	27.3	----	37.6
PENNSYLVANIA																				
ALBRIGHT COLLEGE		IIB	1	1	1	1*	35.9	29.0	24.3	22.9	29.5	1	1	1	1*	43.8	35.8	29.0	27.6	35.9
ALLEGHENY COLLEGE		IIB	1	1	2	3	37.8	28.7	22.5	18.1	27.4	1	1	2	3	49.1	37.6	27.8	21.4	34.7
ALLENTOWN COLLEGE ST.FRANCIS		IIB	3	4	3	3	29.5	23.1	20.7	18.1	21.5	3	4	3	3	34.2	27.7	24.1	20.9	25.1
ALLIANCE COLLEGE		IIB			5		----	----	16.3	----	17.1			5		----	----	19.4	----	20.4
BEAVER COLLEGE		IIB	2	2	3		34.8	26.0	21.7	----	24.4	2	2	2		42.3	32.3	26.4	----	29.7
BLOOMSBURG UNIVERSITY	21	IIA	3	2	3	3	36.5	29.9	24.3	19.7	29.8	2	2	2	2	45.6	37.5	31.0	25.6	37.5
BRYN MAWR COLLEGE		I	3	3	3		41.2	32.1	26.2	----	34.1	3	3	3		50.3	39.4	31.8	----	41.5
BUCKNELL UNIVERSITY		IIA	1*	1*	1	1*	43.0	33.3	25.7	23.7	34.5	1*	1*	2	1	55.1	42.2	31.7	27.6	43.5
BUCKS COUNTY CMTY COLLEGE		III	2	2	5	5	32.1	28.8	20.0	15.6	28.1	2	2	4	5	39.8	35.9	25.5	20.3	35.1
BUTLER COUNTY COMMUNITY COLL		III	2	2	2	3	32.6	29.3	23.9	18.1	27.9	2	2	2	3	40.8	36.4	30.0	23.3	35.0
CABRINI COLLEGE		IIB	4		2		27.2	----	22.6	----	23.9	4		2		32.8	----	27.5	----	29.0
CARLOW COLLEGE		IIB	2	4	5	4	31.7	23.3	18.3	16.4	22.0	2	4	4	4	40.0	28.1	22.1	20.3	27.0
CARNEGIE-MELLON UNIVERSITY		I	1	1	1*	2	52.0	35.1	30.6	21.1	40.8	1	1	1*	2	63.9	43.2	37.2	26.3	50.1
CEDAR CREST COLLEGE		IIB	3	4	4		29.6	22.6	19.1	----	22.9	3	4	4		36.1	26.8	22.8	----	27.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.	ALL	ALL	29.						4	19	13	4	6	13	25	11	----	31.2	24.1	----	----	30.2	22.1	----
17.	ALL	75.	31.		5.9	6.4	6.6	10.1	102	124	77	9	7	18	29	9	35.3	30.8	24.2	18.4	31.0	27.2	23.4	15.3
26.	99.	89.	27.	10.	6.8	7.8	7.8	7.2	260	141	69	13	25	26	26	18	40.6	32.1	26.2	22.8	34.3	28.0	23.5	18.8
11.	ALL	38.	22.		5.0	----	5.0	----	5	6	6	2	2	2	3		----	----	----	----	----	----	----	
23.			20.		----	8.3	6.3	5.5		1	1	2	4	3	9	24		----	----	----	----	----	----	----
20.	67.	81.							9	14	1			2	8	4		----	----			----	----	----
23.		85.	18.						3	9	13	2	2	4	9	4	----	----	19.8	----	----	----	18.1	----
15.	ALL	92.	29.		10.8	10.8	11.0	----	11	11	11	2		1	6	1	----	----	19.7	----		----	18.0	----
26.	ALL	98.	43.		6.0	6.9	6.1	----	45	38	21	7	2	10	19		----	28.8	23.2	----	----	28.5	22.5	
24.	98.	96.	23.		8.9	9.6	11.1	11.0	113	129	69	14	10	30	40	17	43.2	32.9	27.9	21.9	40.1	31.7	26.7	20.2
27.			ALL	22.	----	----	8.2	8.9	1	3	9	9		1	1		----	----	----	----		----	----	
26.	99.	91.	15.		7.7	8.1	8.6	7.7	67	44	36	9	4	9	24	9	----	30.6	25.9	20.8	----	25.0	23.5	18.2
28.	99.	94.	59.		8.0	8.0	8.0	8.0	147	98	66	29	22	29	34	23	38.0	32.0	25.3	21.0	36.8	30.5	24.4	19.7
14.						----	4.2	2.6		4	1	2		1	9	6		----	----	----		----	----	----
23.																								
24.	70.	12.			0.2	1.4	1.4	6.4	16	10	10	2	4	7	8	3	----	21.6	19.9	----	----	21.7	19.7	----
17.	ALL	89.	48.		1.2	-0.0	-0.0	-0.0	35	28	46	14	11	9	23	11	31.6	27.4	24.8	20.5	29.3	27.4	22.9	20.2
11.	98.	41.	48.		0.7	2.1	2.9	7.4	83	40	75	32	24	28	39	25	35.3	32.2	29.3	23.5	35.3	32.1	29.3	23.6
11.	ALL	68.	44.		1.4	1.3	1.6	1.3	28	23	45	15	5	5	23	11	----	----	26.2	20.9	----	----	24.3	21.7
13.	89.	73.	64.	23.	0.0	0.0	0.0	0.0	4	9	8	12	5	2	6	18	----	----	25.0	22.0	----	----	23.9	22.2
18.									6				2				----				----			
12.	88.	47.	32.	2.					63	34	43	25	10	13	20	16	32.2	29.2	24.3	22.4	29.0	27.0	23.5	20.8
11.	ALL	85.	50.	6.					8	11	19	11	2	2	9	5	----	----	26.2	----	----	----	25.8	----
25.	ALL	88.	38.		4.0	4.2	4.8	----	11	18	23	2	1	7	19	2	----	23.4	20.3	----	----	23.5	20.0	----
14.	90.	25.			3.1	2.7	4.4	4.6	19	12	10	5	1		3	4	----	----	----	----	----		----	----
17.	88.	46.	6.						11	9	7	10	5	4	10		----	----	22.8	----	----	----	20.1	
23.	98.	88.	12.	32.					390	221	207	24	22	55	70	33	36.8	27.5	23.9	17.0	36.5	24.0	22.7	16.8
24.	ALL	86.	32.						2	7	13	5	4	7	9	1	----	26.1	24.4	----	----	25.5	21.1	----
17.	86.	80.			3.6	4.9	4.6	----	20	16	12		1	4	10	1	----	----	22.2		----	----	20.4	----
12.	97.	60.	53.		1.4	1.3	1.2	2.0	35	14	28	21	3	6	12	14	----	27.8	24.8	21.2	----	26.3	22.3	19.0
11.	ALL	91.	44.	3.	0.0	0.0	0.0	0.0	43	37	55	23	3	6	24	13	----	31.9	29.7	22.8	----	32.4	27.7	22.7
22.	98.	83.	8.		0.1	1.2	3.6	4.6	291	189	163	14	12	42	66	15	39.0	29.7	24.6	16.4	35.8	27.2	22.0	15.2
14.	ALL	92.	20.	20.	0.0	0.0	0.0	0.0	5	10	13	8	1	2	7	7	----	----	26.5	22.0	----	----	26.2	21.5
20.	92.	69.	9.		8.0	8.2	3.6	4.4	75	76	52	2	4	9	34	7	----	32.6	26.6	----	----	26.[illegible]	22.5	----
30.	ALL	96.	38.						10	19	12	6		6	4	4	----	28.4	----	----		27.2	----	----
18.									5	6	3		1		2	2	----	----	----		----		----	----
26.									5	3	10			2	4		----	----	----		----	----		
30.	71.	44.							22	20	16	4	2	7	10	7	----	25.6	21.0	----	----	24.0	19.0	----
29.					----		----		1		4	1	1	1	2		----		----	----	----	----	----	
20.	95.	91.			6.5	6.4	7.7		53	51	11		3	15	12		----	28.3	22.4		----	28.3	20.7	
26.	92.	ALL	4.		4.4	3.4	5.1	----	24	24	15	1	2	7	11	2	----	24.0	20.1	----	----	23.9	19.0	----
17.																								
24.																								
75.									3	5				1			----	----				----		
30.	ALL	91.	25.		0.0	0.0	0.0	----	50	36	20	1	10	9	8	2	29.5	25.1	23.1	----	26.4	23.6	19.1	----
30.	85.	60.	10.		0.4	0.5	0.9	0.7	21	40	40	10	5	5	10	6	----	----	23.9	21.3	----	----	21.4	19.6
29.	ALL	87.	10.	3.	0.7	1.8	1.7	2.0	224	195	114	29	9	30	45	38	35.7	28.3	23.8	17.8	34.3	27.5	21.9	16.7
19.	94.	90.	23.						15	22	15	2	1	8	15		----	26.0	21.4	----	----	20.0	19.9	
28.	ALL	86.	15.	8.	0.3	1.3	1.1	1.6	194	112	44	7	21	28	29	6	33.3	27.1	24.3	21.5	29.4	25.0	21.3	17.7
22.	90	37.			7.1	8.3	9.4		39	17	19		5	6	6		----	28.8	23.3		----	27.7	23.0	
30.	86.	63.	14.		1.0	0.8	1.0	----	59	48	19	2	5	11	10	7	----	25.5	20.3	----	----	23.6	20.2	----
25.	ALL	97.	57.		5.9	7.0	6.3		9	28	8			8	6		----	26.0	22.8			25.0	21.0	
30.	98.	91.	3.	30.	0.8	0.5	2.1	1.3	241	131	80	29	14	33	54	25	35.9	27.7	23.5	19.9	31.2	26.6	22.2	17.2
22.	83.	73.	4.		5.3	5.5	4.6		15	33	34		3	8	18		----	27.9	22.8		----	26.7	22.2	
19.					----	15.3	7.4		3	8	8	2		4	3		----	----	----	----		----	----	
24.	57.				0.0	----			7	4				1			----	----				----		
13.	ALL				0.2	10.4	----	----	12	5	4					1	----	----	----					----
15.									7								----							
18.			45.		----	----	7.0	----	1	4	8		1		3		----	----	----		----		----	
24.	94.	62.	14.						47	25	14		5	12	7	3	----	29.2	23.1		----	24.9	21.0	----
22.	97.	96.	44.		5.0	5.9	5.5	5.9	26	18	15	3	6	6	10	6	35.4	29.2	24.0	----	38.0	28.2	24.7	----
27.	94.	ALL	17.		8.8	9.5	10.8	10.5	34	17	45	4	2	1	14	8	----	----	22.7	----	----	----	22.1	----
17.	83.	86.			6.6	----	6.1	5.2	4	5	19	5	2	2	13	5	----	----	21.7	----	----	----	19.3	----
20.									4	3	3	1	1		3	1	----	----	----	----	----		----	----
22.	ALL	92.	25.		5.6	5.9	6.3	----	10	10	16	1	1	3	20	4	----	----	21.9	----	----	----	21.6	----
26.	97.	86.	54.	16.					90	93	58	9	14	17	32	10	36.6	30.2	24.6	20.0	35.7	28.3	23.9	19.5
22.	ALL	79.	17.		7.1	7.7	10.0		41	20	8	1	20	13	15	2	41.0	32.4	26.4	----	41.5	31.7	26.1	----
26.	98.	86.	6.		5.7	6.8	9.2	----	82	38	44	3	1	13	20	4	----	33.9	26.2	----	----	31.8	24.4	----
25.	ALL	ALL	33.						39	63	10	5	13	47	11	4	32.5	30.5	20.7	----	30.9	26.5	19.3	----
25.	ALL	93.	55.		11.7	12.7	11.8	14.2	15	9	5	3	5	5	6	4	----	----	----	----	----	----	----	----
21.	ALL		53.						5	2	7	2	5	1	12		----	----	23.0	----	----	----	22.4	
22.	ALL	29.			5.8	5.8	7.9	6.7	4	6	7		6	11	14	7	----	23.9	18.0		----	23.1	18.4	----
23.	ALL	39.			7.6	8.2	9.8	----	188	100	109	5	9	22	27	1	52.6	35.6	31.6	----	39.0	32.6	26.4	----
20.	ALL	71.	17.						12	7	8	1	4	7	16	2	----	21.6	17.1	----	----	23.7	20.1	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INSTITUTION CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
PENNSYLVANIA(CONTD)																				
CHATHAM COLLEGE		IIB	2	2	3		32.2	26.1	21.0	----	24.5	2	2	3		40.3	32.7	25.5	----	30.2
CHESTNUT HILL COLLEGE		IIB		3	5		----	25.0	17.3	----	21.4		3	5		----	30.3	20.8	----	25.7
CHEYNEY UNIV OF PENN	21	IIA	2	2	1	3	38.3	31.5	25.7	19.6	32.4	2	2	2	2	49.0	38.9	32.1	26.1	40.8
CLARION UNIV OF PENN MAIN	21	IIA	3	2	1	3	36.9	30.4	26.6	19.9	31.2	2	2	1	3	45.4	37.3	33.0	24.6	38.4
CLARION UNIV PENN VENANGO	21	III			1		----	----	25.1	----	26.0			1		----	----	31.4	----	32.1
COLLEGE MISERICORDIA		IIB		4	5	5	----	21.8	18.6	15.5	19.6		5	5	5	----	24.7	21.1	17.7	22.3
CCAC-ALLEGHENY CAMPUS		III	3	3	2		29.8	26.6	23.1		26.9	3	2	2		38.0	34.2	30.2		34.6
CCAC-BOYCE CAMPUS		III	3	2	3		29.9	27.7	22.5	----	27.0	2	2	2		38.1	35.5	28.8	----	34.6
CCAC-NORTH CAMPUS		III		5	4		----	22.7	20.4	----	21.4		4	4		----	29.4	26.9	----	28.0
CCAC-SOUTH CAMPUS		III	3	4	4		28.8	24.9	20.9		25.9	3	3	3		36.8	32.3	27.3		33.4
CMTY COLLEGE OF BEAVER CO		III	4	2	2	1	28.3	27.4	24.5	21.9	25.2	3	2	1	1	36.6	35.6	32.0	28.7	32.8
CMTY COLLEGE PHILADELPHIA		III	1*	1*	1*	1	39.4	35.2	29.4	22.5	30.7	1*	1*	1*	1	49.8	44.9	37.9	28.2	39.4
DELAWARE CO CMTY COLLEGE		III	2	3	2		32.8	27.8	23.4	----	30.7	2	2	1		42.0	36.0	30.8	----	39.4
DELAWARE VLY C SCI & AGR	15	IIB	2	2	2	1	31.9	27.3	23.1	20.2	25.6	2	2	1	1	37.6	32.6	29.3	25.3	31.3
DICKINSON COLLEGE		IIB	1	1	1	1	39.1	29.9	23.4	20.8	29.1	1	1*	1	1	49.7	39.5	29.5	24.9	37.2
DREXEL UNIVERSITY		IIA	1*	1	1*	1*	45.2	32.2	28.0	23.9	35.1	1*	2	1*	1	54.6	39.5	34.7	29.8	42.9
DUQUESNE UNIVERSITY		IIA	3	4	5	5	35.0	26.8	21.6	16.3	27.4	3	4	4	5	43.3	34.1	27.7	21.2	34.6
EAST STROUDSBURG UNIV. PENN.	21	IIA	3	4	3	2	35.3	27.9	23.7	20.3	29.7	3	3	3	2	43.8	35.0	30.0	26.1	37.1
EASTERN BAPTIST THEOL SEM		IIC					29.9	----	----	----	27.6					39.1	----	----	----	36.1
EASTERN COLLEGE		IIB	3	3	3		28.7	24.2	21.4	----	24.5	4	3	3		33.3	28.9	25.4	----	28.9
EDINBORO UNIVERSITY OF PENN.	21	IIA	2	2	2		37.3	30.9	25.5		32.4	2	1	1		47.9	41.5	32.7		42.2
ELIZABETHTOWN COLLEGE		IIB	2	1	1		33.7	29.1	24.4	----	28.8	2	1	1		42.0	35.9	29.8	----	35.5
FRANKLIN AND MARSHALL COLL.	23	IIB	1*	1*	2	1	43.9	33.5	22.7	20.5	32.6	1*	1*	2	1	57.0	43.2	27.6	24.1	41.5
GANNON UNIVERSITY		IIA	4	3	2	5	31.9	28.5	24.9	17.8	27.3	4	3	2	4	40.6	36.1	31.2	22.5	34.6
GENEVA COLLEGE		IIB	3	3	3		28.6	24.6	20.4	----	25.1	3	3	3		34.7	30.8	24.7	----	30.8
GETTYSBURG COLLEGE		IIB	1*	1*	1	1*	41.0	31.8	23.9	23.3	31.0	1	1*	1	1*	50.0	41.4	28.8	28.2	38.6
HARCUM JUNIOR COLLEGE		III		5	5	5	----	21.2	17.9	15.9	18.9		5	5	5	----	24.0	20.3	18.1	21.4
HARRISBURG AREA COMM.COLLEGE	3	III	2	2	4	3	32.4	27.6	20.6	18.7	27.2	2	2	4	3	41.8	35.5	26.6	24.2	35.1
HAVERFORD COLLEGE		IIB	1*	1*	1*		43.6	34.4	25.9	----	35.1	1*	1*	1*		55.5	43.1	31.6	----	43.8
IMMACULATA COLLEGE		IIB	4	2			27.4	26.8	----	----	25.3	4	2			32.5	32.0	----	----	30.0
INDIANA UNIVERSITY OF PENN.	21	IIA	2	2	3	4	37.1	30.8	24.4	18.0	30.5	2	2	3	5	44.9	37.1	29.2	21.2	36.7
KEYSTONE JUNIOR COLLEGE		III	5	5	5	5	25.0	20.4	17.1	16.1	20.0	5	5	5	5	30.0	24.8	20.4	18.7	23.9
KING'S COLLEGE		IIB	2	2	2		31.0	26.5	22.5	----	26.6	2	2	1		39.3	32.6	29.0	----	33.6
KUTZTOWN UNIVERSITY	21	IIA	2	2	3	3	37.2	30.4	24.2	20.0	31.0	2	2	2	2	45.2	37.8	31.2	26.5	38.5
LAFAYETTE COLLEGE		IIB	1*	1*	1*	1*	46.8	34.6	26.8	24.0	33.7	1*	1*	1*	1*	58.6	42.6	33.1	29.5	41.7
LA ROCHE COLLEGE		IIB		3	3		----	24.5	21.5	----	23.2		4	3		----	27.9	24.4	----	26.5
LA SALLE UNIVERSITY		IIB	1	1	1	1	36.8	30.8	25.1	20.5	28.9	1	1	1	2	44.8	38.1	30.4	23.7	35.2
LEBANON VALLEY COLLEGE		IIB	3	3	4		28.2	24.8	19.4	----	24.0	3	3	3		34.6	29.5	24.1	----	29.2
LEHIGH UNIVERSITY	1		2	2	3	1*	46.5	33.8	26.6	28.1	38.8	1	1	2	1*	62.0	43.3	32.8	32.4	50.7
LINCOLN UNIVERSITY		IIB	2	2	2	5	32.2	26.6	22.1	12.9	23.5	2	2	3	5	38.5	31.5	25.9	15.4	27.7
LOCK HAVEN UNIV OF PENN	21	IIB	1	1	1	2	37.5	30.5	25.0	19.9	31.5	1	1	1*	1	46.2	37.7	31.2	25.2	39.0
LUTHERAN THEOL SEM GETTYSBRG		IIC					23.1	----	----		22.0					27.9	----	----		26.6
LUZERNE CO CMTY COLLEGE		III	3	3	4	5	29.0	25.6	20.3	15.3	21.6	3	3	4	5	36.7	32.5	26.2	20.2	27.7
LYCOMING COLLEGE		IIB	2	2	3	2	32.6	26.2	21.6	18.5	24.5	2	2	3	3	39.9	31.4	25.7	21.8	29.2
MANSFIELD UNIV OF PENN	21	IIA	2	2	4		37.5	30.6	23.4	----	29.8	2	2	3		46.0	37.9	29.6	----	37.0
MARYWOOD COLLEGE		IIA	5	5	5	5	28.5	25.5	21.4	17.6	23.4	5	5	5	5	34.2	30.6	25.5	20.4	27.9
MERCYHURST COLLEGE		IIB	3	3	3	3	28.0	24.4	20.5	17.8	22.5	3	3	3	4	34.2	29.9	24.2	20.2	26.9
MESSIAH COLLEGE		IIB	3	2	1	2	29.9	27.0	23.6	19.7	25.0	2	2	2	2	39.7	31.7	27.9	23.5	30.3
MILLERSVILLE UNIV OF PENN	21	IIA	2	2	2	3	37.5	30.7	24.6	20.0	30.5	2	2	2	2	46.4	38.4	31.2	25.8	38.2
MONTGOMERY COUNTY COMM.COLL.		III	1	2	2		34.4	29.1	24.0	----	28.9	1	1	1		43.5	37.0	30.9	----	36.9
MORAVIAN COLLEGE		IIB	2	2	2		33.8	26.7	22.4	----	27.0	1	2	2		43.7	33.3	27.7	----	34.1
MUHLENBERG COLLEGE		IIB	1	2	2	3	35.6	28.0	21.9	18.3	28.1	1	1	2	2	48.2	37.5	27.3	22.6	36.9
NORTHAMPTON COUNTY AREA CC	4	III	3	3	3		29.0	26.3	22.2	----	25.3	3	3	3		37.0	33.6	28.3	----	32.2
NORTHEASTERN CHRIST.JR.COLL.		III						----	----	----	16.6						----	----	----	19.5
NEUMANN COLLEGE		IIB			3	4	----	----	20.6	17.2	19.8			3	4	----	----	24.3	20.0	23.1
PA COLLEGE OF OPTOMETRY		IIC					----	33.8	26.7	----	30.9					----	41.4	33.0	----	38.0
PENN STATE UNIV-MAIN CAMPUS	21	I		3	3	2	5	44.0	32.5	26.8	17.4	32.7	3	3	3	4	52.3	39.4	32.5	22.3	39.4
PENN STATE UNIV.IIA CAMPUSES	21	IIA	2	1	1	1	37.9	33.0	25.8	22.3	28.3	2	1	2	1	45.7	40.1	31.5	27.5	34.5
PENN STATE UNIV.III CAMPUSES	21	III	1	2	2	2	34.6	28.8	23.1	19.6	23.5	2	2	3	2	41.6	35.2	28.4	24.7	29.0
PHILA C TEXTILES AND SCI		IIB	1	1	1*		37.7	31.0	25.3	----	29.7	1	1*	1*		47.3	39.5	31.9	----	37.5
POINT PARK COLLEGE		IIB	4	4	5		27.5	22.5	18.6	----	23.6	4	4	5		32.6	26.8	21.7	----	28.0
READING AREA CMTY COLLEGE		III	4	5			27.2	21.9	----	----	24.7	4	5			33.2	26.9	----	----	30.3
REFORMED PRESB.THEO.SEMINARY		IIC					----				----					----				----
ST. JOSEPH'S UNIVERSITY		IIB	1	1	1	2	36.8	30.2	24.2	19.6	28.2	1	1	1	2	44.0	36.0	28.8	22.2	33.5
SETON HILL COLLEGE		IIB	3	3	4	4	28.9	24.5	19.0	16.2	21.3	4	3	4	4	33.5	29.2	22.4	18.8	25.0
SHIPPENSBURG UNIVERSITY	21	IIA	2	2	2	2	37.4	30.3	24.8	20.5	32.0	2	2	2	2	46.3	38.0	31.6	26.1	40.0
SLIPPERY ROCK UNIVERSITY	21	IIA	2	2	3	3	37.5	30.7	24.5	20.1	31.2	2	2	2	2	45.6	37.7	30.5	25.4	38.2
SUSQUEHANNA UNIVERSITY		IIB	1	1	2	1	35.0	29.2	23.2	20.2	29.2	2	1	1	1	42.3	35.6	28.5	24.4	35.5
SWARTHMORE COLLEGE		IIB	1*	1*	1		46.7	32.6	25.1	----	37.2	1*	1*	1		57.4	39.8	30.2	----	45.5
TEMPLE UNIVERSITY	42	I		3	3	3	3	41.5	31.9	26.3	19.7	34.2	3	3	3	3	50.4	39.1	32.6	24.9	41.9
THIEL COLLEGE		IIB	4	4	4	3		27.4	23.2	19.8	18.2	23.3	3	3	3	2	35.5	29.3	25.8	22.6	29.7
UNIVERSITY OF PENNSYLVANIA	19	I		1	1*	1*		52.5	37.3	30.4		42.8	1	1*	1*		64.8	47.0	37.2		53.0
UNIV OF PITTS MAIN		I		2	3	3	5	46.7	32.6	25.8	18.0	34.7	2	2	3	4	57.9	40.9	31.7	23.1	43.2
UNIV OF PITTS BRADFORD		IIB			2	1	4	----	27.1	24.4	16.9	24.0		2	1	4	----	33.6	29.5	20.0	29.4
UNIV OF PITTS GREENSBURG		III	3	4	4	5	30.0	24.5	21.5	16.4	23.6	2	4	3	4	38.8	30.8	27.7	20.7	30.0
UNIV OF PITTS JOHNSTOWN		IIB	1	1	1	2	35.9	28.7	23.9	19.1	26.2	1	1	1	2	46.7	36.3	29.7	23.6	33.1
UNIV OF PITTS TITUSVILLE		III		3				26.2	----	----	22.3		2				33.9	----	----	28.3
UNIVERSITY OF SCRANTON		IIA	4	4	3	1	33.3	26.0	23.9	22.9	27.6	3	2	2	1	42.4	36.9	30.4	27.9	35.3
URSINUS COLLEGE		IIB	2	2	2	2	32.7	27.1	23.3	18.6	26.4	2	2	2	3	39.0	33.0	28.0	21.8	31.7

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
23.	ALL	92.	5.		6.5	6.3	6.1	----	11	6	8	1	1	6	14	2	----	26.3	20.9	----	----	25.8	21.1	----
20.		ALL	40.		----	----	7.8	----	2	4	3	2	1	2	7	1	----	----	----	----	----	----	----	----
26.	ALL	ALL	93.	67.					34	45	4	6	13	22	11	3	38.4	31.4	----	----	38.1	31.7	----	----
23.	92.	88.	59.	50.	6.0	5.0	5.0	5.0	80	71	40	7	9	10	26	5	36.8	30.4	24.9	----	37.7	30.5	29.2	----
23.			65.						1	3	10	1			10	1	----	----	25.4	----			24.9	----
14.		89.	50.						2	13	8		3	5	20	11	----	----	18.4		----	----	18.7	----
29.	ALL	98.	73.		7.6	8.1	8.0		29	33	25		27	23	12		30.8	27.9	24.0		28.7	24.8	21.3	
28.	97.	90.	41.		4.6	8.6	7.5	----	22	20	8	1	8	10	9	2	30.0	28.8	24.8	----	29.6	25.5	20.4	----
31.		69.	13.		----	7.5	6.8	----	3	9	9	1	2	7	7	3	----	23.4	20.0	----	----	21.7	21.0	----
29.	ALL	81.	60.		8.0	8.0	8.0		17	22	5		14	20	5		29.1	25.2	----		28.4	24.6	----	
30.	ALL	ALL	ALL	67.					4	8	12	7	2	8	11	5	----	27.6	24.6	----	----	27.3	24.4	----
28.	ALL	99.	84.						7	68	115	7	7	43	92	13	41.9	35.8	30.1	25.7	36.9	34.4	28.6	20.8
29.	ALL	92.	25.						44	6	5	1	18	7	7		33.2	26.9	----	----	31.7	28.5	----	
22.	88.	ALL	52.		4.4	5.0	5.7	----	8	29	20	7		2	5		----	----	----	----		----	----	
28.	ALL	90.			5.5	6.0	9.3	8.1	28	35	22	6		6	13	8	----	30.0	23.4	21.0		29.4	23.3	20.7
22.	94.	79.	21.						114	90	74	10	6	15	33	4	45.6	32.7	28.9	----	37.4	29.2	26.1	----
26.	99.	86.	27.	21.	5.4	7.0	4.7	4.0	76	68	48	3	7	32	22	11	35.5	28.2	22.2	----	30.0	24.0	20.3	----
25.	ALL	90.	64.	29.					80	63	30	5	14	19	23	2	35.3	27.6	22.4	----	35.3	28.9	25.4	----
31.	88.				8.1	----	----		7	2	2	1	1		1		----	----	----	----	----		----	
18.	93.	64.	15.		4.7	5.5	6.2	----	10	12	9		5	2	4	2	----	----	----		----	----	----	----
30.	ALL	96.	87.		6.2	6.2	5.3		120	80	49		11	17	22		37.4	30.9	25.5		36.9	30.8	25.3	
23.	ALL	88.	27.		8.4	10.1	7.5	----	28	36	19	1	1	7	7	4	----	29.0	24.7	----	----	29.5	23.4	----
27.	ALL	92.	7.	17.	6.8	8.3	8.4	----	42	39	44	6					----	----	----	----				
27.	96.	89.	30.						23	33	35	5	2	3	5	1	----	----	----	----	----	----	----	----
22.	ALL	73.	33.		5.3	5.5	8.1	----	18	13	7	1	1	2	2	1	----	----	----	----	----	----	----	----
25.	97.	96.	23.	13.	10.6	12.6	13.3	10.9	30	47	19	1	3	2	20	7	----	----	24.2	----	----	----	23.7	----
13.		70.	14.						2	2	4	2	2	8	10	7	----	----	----	----	----	----	----	----
29.	ALL	97.	14.		7.3	7.5	7.9	7.8	61	18	8	16	8	12	6	16	32.4	28.4	22.1	19.7	32.4	26.4	18.4	17.6
25.	91.	72.			9.5	11.8	13.1	----	31	15	16	1	1	3	7	2	----	----	25.7	----	----	----	26.5	----
19.	ALL	75.			5.0	5.0	----	----	2	3	2	1	4	5	1	2	----	----	----	----	----	----	----	----
20.	99.	89.	56.	14.	3.6	4.8	5.0	5.1	217	152	104	18	30	37	86	24	37.2	30.8	24.6	19.3	37.1	30.8	24.1	17.1
20.	ALL	69.			6.1	5.0	6.0	----	8	8	5	1	2	5	5	6	----	----	----	----	----	----	----	----
26.	96.	92.	30.		7.0	7.1	6.2		26	24	17		1	2	10	1	----	----	22.9		----	----	21.8	----
24.	98.	90.	61.	58.	3.5	4.8	5.5	3.5	88	81	42	7	17	16	24	5	37.2	30.5	24.3	----	37.5	29.9	24.0	----
24.	ALL	ALL	3.		7.7	8.7	7.7	8.5	35	41	47	6	1	6	19	1	----	35.1	27.6	----	----	31.3	25.1	----
14.									1	7	8		2	3	12	1	----	----	22.0		----	----	21.1	----
22.	ALL	94.	40.		7.1	7.3	7.5	8.5	35	68	48	13	1	9	17	10	----	31.3	25.5	21.2	----	27.2	23.8	19.6
22.	ALL	90.	20.		4.9	6.1	5.2	----	20	18	19	2	2	3	1	2	----	----	----	----	----	----	----	----
30.	99.	89.			6.3	5.8	6.1		176	86	46	7	2	11	18	2	----	34.1	27.5	----	----	31.4	24.3	----
18.	ALL	ALL	30.		14.1	16.1	16.3	18.7	11	9	21	4	3	5	12	5	----	----	22.6	----	----	----	21.2	----
24.	ALL	93.	75.	20.					49	62	15	3	10	10	9	7	37.6	30.4	25.1	----	37.3	30.8	24.7	----
21.	ALL				4.0	----	----		9	3	1				1		----	----	----				----	
29.									14	17	12	4		7	17	14	----	26.7	21.1	----		22.7	19.7	----
20.	ALL	ALL	38.	10.	4.8	5.6	5.6	5.6	12	23	22	6	1	1	10	4	----	----	21.8	----	----	----	21.3	----
24.	ALL	94.	67.		5.4	5.8	7.1	10.7	47	56	36	3	4	13	25	2	----	30.6	23.3	----	----	30.4	23.6	----
19.	72.	79.	48.						13	24	23	5	5	19	35	6	----	25.5	21.6	----	----	25.5	21.2	----
20.	ALL	79.			7.4	7.9	8.0	11.4	8	15	20	9	5	9	7	5	----	25.0	20.8	----	----	23.5	19.4	----
21.	67.	18.	3.						13	19	22	7	2	3	11	5	----	----	23.8	----	----	----	23.4	----
25.	ALL	92.	50.	0.					88	83	52	5	7	28	30	13	37.6	30.7	24.5	----	37.2	30.5	24.8	----
28.	ALL	95.	86.		6.3	6.7	7.5	8.5	33	29	17	1	8	33	19	4	34.7	30.8	24.3	----	32.8	27.6	23.6	----
26.	ALL	83.	14.		5.3	6.0	6.3	6.6	20	24	21	3	6	6	8	1	34.9	26.7	22.7	----	30.0	26.8	21.6	----
31.	97.	93.	13.		6.5	7.9	7.4	----	36	12	26	3	3	3	12	3	----	----	22.8	----	----	----	20.0	----
27.	ALL	95.	54.		9.0	8.8	8.7	8.0	13	15	15	2	8	7	11	2	28.9	26.6	22.4	----	29.3	25.8	22.0	----
17.										1	3	1				1		----	----	----				----
17.									2	3		2	1	2	10	17	----	----		----	----	----	----	----
23.		94.							3	14	9		1	2	5	1	----	----	----	----	----	----	----	----
21.	99.	83.	21.		5.8	6.4	8.6	8.3	488	359	274	80	23	45	83	83	44.2	32.8	27.7	18.2	39.9	30.1	23.7	16.6
22.	95.	87.	33.		6.8	8.6	6.9	10.3	20	64	72	28	1	6	13	11	----	33.2	26.1	23.9	----	30.6	24.7	18.3
23.	ALL	96.	54.		6.2	5.7	5.5	6.3	19	100	306	113	4	16	81	63	----	29.0	23.5	20.6	----	27.5	21.6	17.8
26.	ALL	97.	58.		4.4	4.6	4.8	----	18	25	25	1		4	11	1	----	----	25.3	----		----	25.1	----
18.	ALL	90.	31.		7.0	7.9	6.7	7.7	24	14	8	3	8	7	5	2	27.7	22.8		----	26.8	22.0	----	----
22.									9	1			9	6	1	3	28.2	----			26.2	----	----	----
---					----				4								----							
19.	97.	83.	36.		6.2	6.4	9.4	----	30	33	47	10	3	2	11	4	----	----	24.4	----	----	----	23.3	----
17.	90.	75.			7.6	8.0	8.7	8.2	1	6	7	4	9	6	12	10	----	24.2	18.8	----	----	24.8	19.1	----
25.	99.	85.	64.		4.2	6.3	4.8	----	112	76	39	3	6	15	19	3	37.5	30.4	25.2	----	36.8	29.7	24.0	----
23.	ALL	99.	71.	26.	5.0	4.5	7.7	10.8	116	64	49	13	17	18	34	10	37.5	30.8	24.3	20.1	37.3	30.5	24.7	20.1
22.	94.	86.	29.	29.	5.3	8.7	6.8	5.5	29	26	15	3	4	2	6	4	----	----	24.0	----	----	----	21.4	----
22.	97.	90.	6.		6.1	6.2	6.9	----	60	22	20	2	7	8	15	3	46.7	32.8	24.8	----	46.5	32.0	25.6	----
22.	98.	92.	19.	10.	4.2	5.4	6.4	7.4	410	324	129	24	71	84	99	27	42.3	32.3	27.9	21.6	37.1	30.2	24.3	18.0
28.	ALL	73.	23.		2.5	2.3	5.7	----	20	16	5	1	2	6	8	8	----	23.2	----	----	----	23.3	----	----
24.	ALL	88.	1.						471	207	194		32	51	82		52.9	37.7	31.2		47.4	35.6	28.6	
25.	96.	84.			6.9	7.2	8.0	7.0	371	337	169	19	43	108	112	52	47.4	33.0	26.3	19.0	40.7	31.4	24.9	17.7
23.		90.			----	6.2	5.0	7.7	3	17	14	5		3	1	9	----	----	----	----		----	----	----
27.	ALL	ALL			----	6.6	6.5	6.4	6	9	6	4	[illegible]	6	3	3	----	25.7	----	----	----	22.7	----	----
26.	ALL	ALL			6.9	6.7	7.7	7.0	9	49	32	11	2	7	12	8	----	28.8	24.7	21.0	----	27.5	21.8	16.4
27.		ALL				7.0	----	----		7	3	2			1			----	----	----			----	
28.	98.	84.	30.		4.5	4.6	4.6	----	52	54	45	5	1	5	11	9	----	----	24.1	----	----	----	23.5	----
20.	95.	79.	19.		8.3	10.9	11.5	----	19	17	15	3	1	7	11	5	----	27.6	24.3	----	----	26.0	22.0	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
PENNSYLVANIA(CONTD)																				
VALLEY FORGE CHRISTIAN COLL.		IIC						----	----	----	15.4						----	----	----	17.9
VALLEY FORGE MILITARY JR.COL		III					----	----	----	----	16.6					----	----	----	----	19.5
VILLA MARIA COLLEGE		IIC						19.1	17.7	13.5	16.9						23.4	21.4	15.9	20.4
VILLANOVA UNIVERSITY		IIA	1	1*	1	2	42.6	33.2	27.0	20.5	32.0	1	1	1	2	52.0	41.5	33.7	25.6	39.7
WASHINGTON & JEFFERSON COLL.		IIB	2	2	2	1	31.7	27.6	22.6	21.0	26.9	2	2	2	1	38.9	34.1	28.2	26.3	33.2
WEST CHESTER UNIVERSITY	21	IIA	2	2	2	2	37.4	30.6	24.7	20.9	31.1	2	2	2	2	45.6	37.6	30.8	26.3	38.2
WESTMINSTER COLLEGE		IIB	2	3	3		31.2	25.2	21.5	----	26.5	3	3	3		36.5	29.4	25.1	----	30.9
WESTMINSTER THEOLOGICAL SEM.		IIC					----	21.8	----		22.9					----	25.8	----		26.8
WESTMORELAND COUNTY COMM.COL		III		4	2	3	----	24.9	22.9	19.1	22.9		4	3	3	----	30.1	28.3	23.6	28.1
WIDENER UNIVERSITY		IIA	1	1	3	2	40.0	32.7	24.4	20.6	29.5	2	1	2	2	48.7	40.9	30.8	25.4	36.6
WILKES COLLEGE		IIA	5	5	5		31.3	25.7	21.3	----	25.0	5	5	5		36.5	30.1	24.8	----	29.2
WILLIAMSPORT AREA COMM.COLL.		III	5	3	2	1	26.4	25.9	24.3	21.9	23.7	4	2	1	1	35.1	34.4	31.9	28.7	31.2
WILSON COLLEGE		IIB	4	4	4		27.2	21.3	19.2	----	22.5	4	5	4		31.5	24.5	22.1	----	26.0
YORK COLLEGE PENNSYLVANIA		IIB	1	1*	1*	1	39.2	32.3	25.7	21.0	28.7	1	1*	1*	1	47.5	40.6	32.0	26.0	35.7
RHODE ISLAND																				
BARRINGTON COLLEGE		IIB		5	5		----	19.5	17.8	----	18.0		5	5		----	22.3	20.5	----	20.6
BROWN UNIVERSITY		I	2	2	3		47.5	33.1	25.8	----	39.4	1	2	3		59.6	41.1	31.2	----	49.0
BRYANT COLLEGE		IIC					39.2	34.9	27.7	26.3	33.5					50.3	44.7	35.7	34.3	43.0
COMMUNITY COLLEGE OF R.I.		III	3	4	4	5	29.6	25.2	21.2	14.9	25.4	3	4	4	5	36.6	31.4	26.6	19.2	31.7
NEW ENG INST TECHNOLOGY		III			4	4		----	21.0	17.8	19.7			4	4		----	25.0	21.5	23.6
PROVIDENCE COLLEGE		IIA	1	1*	1	1	40.6	33.1	27.0	23.3	31.4	1*	1*	1*	1*	53.6	44.8	36.0	30.5	42.0
RHODE ISLAND COLLEGE	4	IIA	4	4	4	4	32.6	27.2	23.2	17.9	27.0	4	3	3	3	40.7	34.4	29.8	23.6	34.2
RHODE ISLAND SCHOOL DESIGN		IIC					36.8	30.1	23.7		28.4					45.7	37.2	29.0		35.1
ROGER WILLIAMS COLLEGE	46	IIB									28.6									35.5
SALVE REGINA-NEWPORT COLLEGE		IIA	5	5	5	5	30.2	24.6	19.9	16.4	22.8	5	5	5	5	30.2	24.6	19.9	16.4	22.8
UNIVERSITY OD RHODE ISLAND		I	5	4	3	3	37.3	29.5	26.4	20.5	32.0	4	4	3	3	45.8	36.5	32.0	24.9	39.3
SOUTH CAROLINA																				
BAPT COLLEGE AT CHASTN		IIB	5	5	5		23.1	19.7	17.0	----	19.1	5	5	5		27.5	23.1	20.1	----	22.7
BENEDICT COLLEGE		IIB	4	5	5	5	26.0	18.9	16.2	13.8	17.4	4	5	5	5	31.6	23.0	19.2	16.6	20.9
CENTRAL WESLEYAN COLLEGE		IIB	5		5		17.6	----	13.4	----	15.7	5		5		21.9	----	15.7	----	19.1
THE CITADEL		IIA	3	3	3		35.7	29.4	24.1	----	29.9	3	3	4		41.8	34.6	28.4	----	35.1
CLAFLIN COLLEGE		IIB	5	5	5	4	20.1	19.1	17.4	15.8	17.8	5	5	5	5	23.6	21.9	20.1	18.2	20.5
CLEMSON UNIVERSITY		I	3	3	3	4	41.1	31.2	25.9	19.1	32.5	4	4	4	4	48.1	36.6	30.5	22.7	38.1
COKER COLLEGE		IIB	4	4	3		26.1	22.3	20.3	----	22.5	4	4	3		30.4	26.3	24.2	----	26.5
COLLEGE OF CHARLESTON		IIA	3	2	2		35.7	30.6	24.9	----	28.7	3	3	3		42.0	36.0	29.7	----	34.1
COLUMBIA BIBLE COLLEGE		IIC					23.4				21.1					26.6				23.8
COLUMBIA COLLEGE		IIB	4	4	4	4	25.6	21.4	19.1	17.2	21.0	4	5	4	4	29.6	24.8	22.0	19.3	24.1
CONVERSE COLLEGE		IIB	3	3	3		28.6	24.0	20.7	----	23.8	3	3	3		36.0	29.9	24.5	----	29.3
ERSKINE C AND SEMINARY		IIB	5	5	5		24.5	19.5	17.0	----	20.4	4	5	5		29.6	23.2	18.9	----	24.2
FRANCIS MARION COLLEGE		IIB	1	2	2	4	35.2	26.9	22.2	16.5	25.9	2	2	2	4	41.3	31.7	26.3	19.8	30.6
FURMAN UNIVERSITY		IIB	2	2	3	2	34.5	26.4	21.6	19.7	28.1	2	2	3	3	41.6	31.5	25.4	21.9	33.5
LANDER COLLEGE		IIB	2	2	2		32.8	27.3	22.3	----	26.4	2	2	2		38.4	32.1	26.4	----	31.2
LIMESTONE COLLEGE		IIC					24.1	21.9	16.9		21.4					28.1	25.7	19.5		25.0
LUTHERAN THEOL STHN SEM		IIC					23.2	----			22.0					34.3	----			32.8
MORRIS COLLEGE		IIB	5	5	5	5	20.3	18.7	15.7	13.8	16.9	5	5	5	5	22.4	20.6	17.3	15.3	18.7
NEWBERRY COLLEGE		IIB	5	5	5		21.8	19.7	16.8	----	19.3	5	5	5		25.5	23.1	19.6	----	22.6
NORTH GREENVILLE COLLEGE		III		5	5	5	----	17.7	15.7	13.3	15.3		5	5	5	----	20.8	18.4	15.9	18.1
PRESBYTERIAN COLLEGE		IIB	3	4	4		28.9	22.6	19.4	----	24.4	3	4	4		34.3	27.1	22.6	----	28.9
SOUTH CAROLINA STATE COLL.		IIB	1	1	1	2	35.7	28.6	23.6	18.9	26.1	2	2	2	2	41.8	33.6	27.9	22.5	30.7
UNIV. SOUTH CAROLINA-MAIN		I	3	4	4	3	41.6	30.5	25.3	20.0	32.1	4	4	4	4	48.1	35.7	29.8	23.7	37.5
UNIV. SOUTH CAROLINA-AIKEN		IIB	2	2	3		31.7	26.0	21.2	----	24.4	3	3	3		37.1	30.5	25.1	----	28.7
UNIV. SOUTH CAROLINA-BEAUFRT	4	III		5	4		----	23.4	20.5		22.6		5	5		----	27.6	24.3		26.7
UNIV. SOUTH CAROLINA-COASTAL		IIB	3	3	2		30.3	25.5	22.2	----	24.5	3	3	2		35.5	30.0	26.2	----	28.9
UNIV. SOUTH CAROLINA-LNCSTER		III		3	4			25.5	21.5	----	23.9		4	4			30.0	25.5	----	28.2
UNIV. SOUTH CAROLINA-SLKTCHE		III		4			----	24.4	----		22.7		4			----	28.8	----		26.8
UNIV. SOUTH CAROLINA-SPTBRG		IIB	2	3	2	2	31.2	25.5	23.1	19.6	23.7	3	3	2	2	36.6	30.0	27.3	23.3	28.0
UNIV. SOUTH CAROLINA-SUMTER		III		4	4		----	24.4	21.0	----	22.7		4	4		----	28.8	24.8	----	26.8
UNIV. SOUTH CAROLINA-UNION		III					----	----	----	----	20.7					----	----	----	----	24.5
VOORHEES COLLEGE		IIB	5		5	5	21.4	----	17.4	15.0	17.2	5		5	5	24.8	----	20.7	18.1	20.4
WINTHROP COLLEGE		IIA	3	3	3	5	36.8	29.5	24.2	17.2	28.1	3	3	4	5	43.0	34.7	28.5	20.5	33.1
WOFFORD COLLEGE		IIB	2	2	2		33.9	25.9	21.9	----	26.7	2	2	2		40.6	31.5	26.3	----	32.2
SOUTH DAKOTA																				
AUGUSTANA COLLEGE		IIB	4	5	3	3	27.9	19.9	21.2	17.4	22.7	3	4	2	2	35.6	27.0	28.0	23.6	29.8
BLACK HILLS STATE COLLEGE		IIB	4	4	3	4	27.9	22.6	20.3	16.7	22.7	4	4	4	4	32.0	26.3	23.5	19.5	26.2
DAKOTA STATE COLLEGE		IIB	5	4	5	4	23.3	21.4	18.1	16.3	19.0	5	5	5	4	26.8	24.7	21.0	18.9	22.0
DAKOTA WESLEYAN UNIVERSITY		IIB	4	4	4	4	25.1	21.6	18.9	16.9	20.0	4	4	4	4	31.1	25.2	22.1	19.9	23.7
FREEMAN JUNIOR COLLEGE		III					----	----	----	----	14.5					----	----	----	----	17.0
HURON COLLEGE		IIB			2	5	----	----	----	22.4	13.4	17.4			3	5	----	----	25.5	15.8	20.1
MOUNT MARTY COLLEGE		IIB	5	5	5		24.5	19.3	16.4	----	18.2	5	5	5		25.9	21.2	17.7	----	19.7
NORTH AMERICAN BAPT SEM		IIC					----	19.9		----	20.5					----	24.1		----	24.1
NORTHERN STATE COLLEGE		IIB	3	3	2	2	28.6	23.9	22.1	19.5	23.8	4	4	3	2	32.8	27.6	25.5	22.5	27.4
SIOUX FALLS COLLEGE		IIB	5	4	3	3	23.9	21.5	20.2	18.4	21.0	5	4	3	2	29.2	27.5	25.3	22.5	26.3
SOUTH DAKOTA SCH.MIN.&TECH.		IIC					31.4	26.6	23.0	19.1	27.2					36.0	30.6	27.6	22.2	31.4
SOUTH DAKOTA STATE UNIV		IIA	5	5	5	3	29.4	24.7	21.2	19.4	25.0	5	5	5	4	33.8	28.4	24.5	22.5	28.7
UNIV. OF SOUTH DAKOTA-MAIN		I	5	5	5	5	33.5	26.3	22.7	16.9	26.6	5	5	5	5	38.3	30.3	26.3	19.7	30.6
TENNESSEE																				
AUSTIN PEAY STATE UNIVERSITY	1	IIA	4	5	5	5	31.9	25.5	21.3	16.7	25.8	3	4	4	4	41.8	32.9	26.7	21.6	33.3
BELMONT COLLEGE		IIB	3	4	3	1*	29.2	23.2	21.2	23.8	24.7	3	4	3	1*	34.0	26.7	24.5	27.3	28.5
BETHEL COLLEGE		IIB	5	5			22.2	19.7	----	----	19.9	5	5			25.2	22.7	----	----	22.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.						----	----	----		3	3	5		1	1			----	----	----		----	----	
17.					----	----	----	----	1	3	1	2					----	----	----	----				
21.		75.	18.			4.0	5.6	4.9		4	7			8	21	14		----	18.3			----	17.4	----
24.	95.	80.	43.		6.5	6.5	6.7	6.0	108	110	152	13	9	22	49	22	43.2	33.4	27.9	22.1	34.8	32.6	24.2	19.6
24.	ALL	87.	56.		5.4	6.5	7.8	7.8	20	30	12	6		1	6	1	----	----	23.1	----		----	21.6	----
23.	ACC	95.	77.	71.	4.8	3.2	7.1	1.4	120	141	52	5	22	43	52	9	37.4	30.3	25.1	----	37.3	31.4	24.3	----
17.	ALL	91.	48.						34	26	16	2	3	6	7	1	----	25.2	21.4	----	----	25.6	21.6	----
17.		50.			----	6.1	----		5	6	1						----	----	----					
23.					----	5.9	5.9	8.3	2	12	14	9	1	8	10	5	----	25.4	22.5	----	----	24.2	23.4	----
24.	68.	65.	14.		8.0	11.3	8.2	5.7	30	55	33	7	8	14	36	9	41.6	33.6	26.3	21.4	33.9	28.9	22.6	20.0
17.	ACC	94.	17.		3.1	4.2	4.3	----	32	29	31	1	3	4	28	2	----	----	22.9	----	----	----	19.6	----
32.	ALL	ALL	91.	68.	7.0	7.0	6.6	7.1	10	35	36	59	1	6	7	21	----	25.9	24.5	22.1	----	25.6	23.3	21.4
15.	82.	70.							9	8	4		2	2	6	1	----	----	----		----	----	----	----
24.	92.	83.	33.		6.2	6.6	5.9	6.9	12	24	26	3	1	5	22	9	----	----	26.7	----	----	----	24.6	----
14.									2	5	5		3	4	3	1	----	----	----		----	----	----	----
24.	ALL	92.			5.5	6.4	7.8	----	267	64	75	2	16	23	36	3	47.8	33.6	26.8	----	42.1	31.9	23.8	----
28.	86.	83.	25.		6.4	6.7	4.7	6.9	22	28	15	9	7	7	5	5	39.6	35.7	----	----	38.3	32.0	----	----
25.	ALL	ALL	57.	14.	4.9	5.2	6.4	6.1	70	52	30	4	30	49	42	3	29.8	25.0	20.6	----	29.1	25.4	21.6	----
20.										1	20	14			3	4		----	----	----			----	----
34.	ACC	97.	77.	50.	6.1	6.0	6.7	6.2	26	52	32	11	2	10	15	7	----	33.6	27.8	24.5	----	30.4	25.2	21.3
27.	ALL	93.	44.		4.5	4.3	5.4	1.6	91	85	52	4	23	26	72	16	32.6	27.4	23.8	----	32.3	26.3	22.8	----
23.	39.	3.							18	26	24			6	19		----	30.0	24.2			30.1	23.0	
24.																								
0.	78.	44.	16.		10.2	11.1	12.2	6.1	15	8	15	6	8	10	22	8	30.3	22.9	19.6	17.2	29.8	26.0	20.2	15.8
23.	97.	83.	18.		5.2	6.1	6.8	8.4	284	158	105	2	20	57	62	8	37.4	29.9	27.1	----	35.6	28.5	25.2	----
18.	70.	21.	3.						16	11	12		4	3	21	2	----	----	17.6		----	----	16.6	----
20.	92.	47.	21.	4.	10.2	4.4	8.5	7.6	9	11	16	12	4	4	8	13	----	----	15.9	14.5	----	----	16.8	13.3
22.	93.								13	3	3		1	2	3	2	----	----	----		----	----	----	----
17.	91.	96.	27.		7.3	6.9	8.2	----	52	55	33	4	1		8		----	----	23.6	----	----		25.8	
15.	60.	33.	36.						11	4	10	8	4	2	4	5	----	----	----	----	----	----	----	----
17.	97.	80.	24.	13.	2.9	5.0	5.2	8.2	228	184	110	11	7	22	54	13	41.2	31.4	26.9	19.9	38.0	29.7	23.9	18.4
18.	90.	63.	20.		6.8	9.2	12.0		9	12	5	1	1	4	5		----	----	----	----	----	----	----	
19.	94.	88.	30.		15.4	14.6	15.2	----	26	70	49	1	5	14	41	2	----	30.7	25.2	----	----	30.0	24.4	----
13.	ALL				1.6				11				1				----				----			
15.	ALL	94.	36.						11	9	9	3	6	7	13	9	25.6	22.6	19.0	----	25.8	19.8	19.2	----
23.	92.	82.	18.		8.4	9.4	10.3	----	10	22	6	2	3	11	11	2	----	24.2	20.6	----	----	23.5	20.8	----
18.	ALL	86.							10	9	4	1	2	5	3	1	----	----	----	----	----	----	----	----
18.	96.	89.	35.	4.	7.9	8.0	9.0	8.1	26	29	16	13	1	9	4	10	----	27.0	----	16.8	----	26.4	----	16.2
19.	ALL	93.	39.		10.5	12.2	13.8	10.3	61	39	21	9	5	7	15	4	----	26.7	22.2	----	----	24.7	20.7	----
18.	ALL	88.	29.		8.4	8.8	9.6	----	16	30	13	1	2	18	11	4	----	27.6	22.5	----	----	26.7	22.0	----
17.	85.	54.	11.						11	10	4		2	3	5		----	----	----		----	----	----	
49.	ALL								10	3							----	----						
11.	67.	17.							2	9	7	4	4	3	4	5	----	----	----	----	----	----	----	----
17.	85.	87.	22.		5.3	5.3	5.3	----	12	9	8	3	1	6	1	1	----	19.9	----	----	----	19.4	----	----
18.		50.	25.	23.					2	4	6	3		2	2	10	----	----	----	----		----	----	----
19.	ACC	89.	9.		5.2	6.5	7.0	----	21	15	6		2	3	3	2	----	----	----		----	----	----	----
18.	68.	66.	28.						34	46	35	26	10	15	26	34	35.6	28.3	24.2	19.4	35.9	29.5	22.9	18.6
17.	96.	85.	14.		7.6	7.7	8.3	7.4	291	279	159	23	12	84	60	35	41.7	30.9	26.1	21.6	38.0	29.3	23.3	18.9
18.	ALL	81.	11.		6.0	7.4	9.8	----	10	18	15	1	2	9	12	4	----	26.5	19.8	----	----	25.0	23.0	----
18.		ALL	50.		----	12.8	13.4	----	1	5	5			2	1		----	----	----			----	----	
18.	94.	79.	38.		5.7	6.5	8.4	----	16	33	16	2		5	23	3	----	----	22.8	----		----	21.7	----
18.		93.	25.			11.5	13.4			12	6			3	2	1		----	----			----	----	----
18.		ALL			----	12.5	----	----	1	4	4			2	1		----	----	----			----	----	
18.	ALL	90.	25.		8.6	6.5	9.9	6.5	12	26	7	6	2	13	13	12	----	25.8	23.8	21.9	----	24.9	22.8	18.5
18.		81.			----	8.0	11.9	----	1	15	9			1	7	2	----	----	20.6			----	21.4	----
18.						----	----	----	1	2	4	1			1	3		----	----	----			----	----
19.	ALL				11.1	----	----	11.1	5	3	7	4	1	1	2	9	----	----	----	----	----	----	----	----
18.	92.	73.	38.						50	37	43	10	12	19	28	20	37.3	29.7	23.8	17.8	34.7	29.2	24.6	16.9
20.	ALL	89.	20.		5.0	5.5	6.3		14	25	10	1		3		2	----	----	----	----		----		----
31.	95.	81.	37.						37	25	23	4	2	7	12	8	----	24.7	21.7	----	----	2.8	20.4	----
16.	96.	77.	47.		4.2	4.3	4.3	----	22	18	23	3	3	4	11	5	----	----	20.6	----	----	----	19.6	----
16.	ALL	83.	47.	5.					11	12	7	14			8	8	----	----	18.1	15.7			18.2	17.3
19.	ALL	83.	38.						8	6	6	5	2		7	7	----	----	19.8	----	----		18.1	----
17.									1	1	2	1			2	1	----	----	----	----			----	----
15.									2	2	2	1		2	5	6								
8.	ALL	70.	20.		3.4	4.7	3.1	----	3	4	6	1	5	6	19	3	----	----	16.7	----	----	----	16.3	----
18.									2	6		2					----	----		----				
15.	ALL	76.	45.	8.	7.2	8.0	8.3	8.4	27	18	36	6	1	3	11	7	----	----	22.1	19.6	----	----	22.0	19.4
25.	ALL	69.	42.		7.8	7.1	7.3	----	7	9	10			4	2	3	----	----	----	----		----	----	----
15.	93.	69.	8.		6.3	5.5	6.5	----	43	28	19	5	1	1	6	2	----	----	23.6	----	----	----	21.1	----
15.	93.	72.	20.	3.					109	56	51	15	10	23	37	17	29.5	24.7	21.6	19.4	29.2	24.7	20.6	19.5
15.	90.	66.	13.	5.	4.4	12.7	6.9	4.8	94	54	52	11	8	13	24	30	34.0	26.5	23.2	18.8	27.4	25.2	21.8	16.2
29.	99.	70.	16.		14.2	12.6	14.8	11.7	64	38	33	6	6	9	24	11	32.1	25.8	22.3	16.5	30.1	24.5	19.9	16.9
16.	80.	63.	9.						28	14	18	5	7	10	16	1	29.3	24.1	22.0	----	28.9	22.0	20.4	----
15.	86.	89.			5.3	5.6	----	----	6	8	2	1	1	1	2	1	----	----	----	----	----	----	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
TENNESSEE(CONTD)																				
BRYAN COLLEGE		IIB	4	5	4		25.0	21.0	18.8	----	20.3	4	5	4		30.6	24.2	22.3	----	23.9
CARSON-NEWMAN COLLEGE	6	IIB	4	4	4		27.1	22.7	19.9	----	23.2	4	4	4		32.1	26.8	23.6	----	27.4
CHATTANOOGA ST.TECH.COM.COLL		III	3	2	1	1*	29.8	27.6	25.4	23.8	24.3	2	1	1*	1*	40.5	37.6	34.7	32.6	33.2
COLUMBIA STATE COMM. COLLEGE		III		2	2	2	----	27.1	24.5	20.0	23.5		2	1	1	----	35.7	32.3	26.4	31.0
COVENANT COLLEGE		IIB	4	3	4		27.6	24.3	19.5	----	23.9	3	3	4		35.4	29.0	23.9	----	29.5
DAVID LIPSCOMB COLLEGE		IIB	3	4	4	4	28.0	23.1	19.9	16.3	22.7	3	4	4	4	33.6	27.7	23.9	19.2	27.2
EAST TENNESSEE STATE UNIV.		IIA	3	3	4	4	34.8	28.4	23.5	18.7	26.9	3	3	3	4	42.4	34.7	29.0	23.1	33.0
LAMBUTH COLLEGE		IIB	5	5	5		22.9	20.1	18.3		20.3	5	4	4		28.6	25.7	22.5		25.4
LINCOLN MEMORIAL UNIVERSITY		IIB	5		5	4	22.4	----	16.6	15.8	17.5	5		5	4	27.4	----	20.2	19.1	21.3
MARYVILLE COLLEGE		IIB	5	5	5		24.4	20.0	18.3	----	20.0	5	5	5		28.9	23.8	21.3	----	23.5
MIDDLE TENN. STATE UNIV.		IIA	2	2	2	3	37.1	31.0	25.1	20.0	30.3	2	1	1	2	48.7	41.1	33.5	27.1	40.1
ROANE STATE CMTY COLLEGE		III		4	3	3	----	25.0	22.1	18.6	23.2		3	2	2	----	32.4	28.7	24.3	30.2
SCARRITT COLLEGE		IIC					----	30.3			32.0					----	35.4			37.4
SHELBY STATE COMMUNITY COLL.		III	4	5	5	4	27.7	22.5	19.0	16.9	21.2	3	4	4	4	36.1	29.6	25.0	22.4	27.9
RHODES COLLEGE		IIB	2	2	3		34.1	27.8	21.5	----	28.2	1	1	2		43.3	36.1	27.7	----	36.2
STATE TECH INST. AT MEMPHIS		III	4	4	4	3	28.5	24.1	21.0	18.7	22.9	3	3	3	2	37.7	31.9	27.7	24.6	30.3
TENNESSEE TECHNOLOGICAL U	1	IIA	2	3	3	3	37.0	29.5	24.3	19.5	30.0	2	2	2	2	48.0	38.3	31.5	25.2	38.9
TUSCULUM COLLEGE		IIB		5	5		----	16.9	15.9	----	16.3		5	5		----	20.0	18.8	----	19.4
UNION UNIVERSITY		IIB	4	4	3	3	25.8	22.5	20.1	17.3	21.0	4	4	4	4	30.5	26.6	23.5	20.2	24.7
UNIVERSITY OF THE SOUTH		IIB	1	2	1	1*	36.7	28.1	23.5	22.3	31.1	1	1	1	1*	47.1	35.9	30.1	27.1	39.8
UNIV TENNESSEE-KNOXVILLE		I	4	4	3	5	38.9	29.7	25.8	17.7	32.1	4	4	3	5	49.3	37.4	31.6	21.7	40.4
U OF TENN AT CHATTANOOGA		IIA	4	4	4	5	34.2	28.2	23.1	17.0	27.7	3	3	4	5	43.8	35.4	28.3	20.8	34.7
UNIV TENNESSEE-MARTIN	3	IIB	2	2	1	4	31.0	26.8	23.8	17.0	26.9	2	2	1	3	39.8	34.3	29.5	21.2	34.3
U OF TENN INST OF AGRI		IIA	2	2	1*		37.7	31.4	27.9	----	32.7	2	2	1		48.2	39.5	34.1	----	41.2
VANDERBILT UNIVERSITY		I	2	2	3	1	46.2	33.3	25.8	24.0	35.6	2	1	2	1	56.8	42.4	32.9	29.8	44.6
VOLUNTEER STATE COMM.COLLEGE		III	3	4	3	3	30.3	25.0	21.9	18.7	24.5	2	3	2	2	39.6	32.8	28.9	24.9	32.3
TEXAS																				
AMERICAN TECHNOLOGICAL UNIV		IIA		5			----	23.0	----	----	24.8		5			----	28.1	----	----	30.4
ANGELO STATE UNIVERSITY	22	IIA	3	1	1	2	35.8	32.0	26.9	20.3	28.9	3	2	1	2	43.1	38.8	32.8	25.3	35.2
BAYLOR UNIVERSITY	4	I	3	3	2	3	42.0	32.1	27.1	20.3	32.3	3	2	1	2	51.9	40.1	34.1	26.0	40.3
CORPUS CHRISTI STATE UNIV.	22	IIA	3	3	4		35.0	28.4	23.4	----	29.8	3	3	3		42.7	35.1	29.5	----	36.7
DEL MAR COLLEGE	1	III	1	1	1	1*	36.5	30.8	27.7	23.7	29.3	1	1	1	1	43.3	36.7	33.3	28.6	35.1
EAST TEXAS BAPTIST UNIV.		IIB	4	4	4	3	25.7	22.0	19.5	17.4	21.8	4	4	4	4	30.2	25.8	22.9	20.2	25.5
EAST TEXAS STATE UNIVERSITY	22	IIA	3	3	2	2	36.1	28.8	24.6	20.7	30.1	3	3	3	2	43.4	35.0	30.1	25.7	36.4
GULF COAST BIBLE COLLEGE		IIB					----	----	----	----	18.9					----	----	----	----	23.7
HARDIN-SIMMONS UNIVERSITY		IIA	5	5	5	4	28.0	23.0	20.2	18.0	23.7	5	5	5	5	33.0	27.3	24.0	20.6	28.0
HUSTON-TILLOTSON COLLEGE	43	IIB	4	5	5	2	25.6	19.0	18.2	19.9	21.0	5	5	5	4	25.6	19.0	18.2	19.9	21.0
JARVIS CHRISTIAN COLLEGE		IIB	4	4	5	4	26.0	21.5	18.5	16.4	20.2	4	5	5	4	31.7	24.7	21.3	18.8	23.6
LAMAR UNIVERSITY	22	IIA	3	3	3	3	36.2	29.2	24.0	19.2	26.6	3	3	3	3	43.0	35.6	29.3	23.6	32.3
LAREDO STATE UNIVERSITY		III	1	1	1		36.3	31.2	26.1	----	29.8	1	1	1		43.7	37.9	32.1	----	36.3
MIDWESTERN STATE UNIVERSITY	22	IIA	2	3	3	5	37.1	29.1	24.5	16.3	27.6	3	3	3	5	44.4	35.4	30.1	20.6	33.6
NORTH TEXAS STATE UNIVERSITY	22	I	4	4	3	2	37.9	30.4	25.9	21.6	31.0	5	4	3	2	45.2	36.6	31.5	26.6	37.3
OUR LADY OF THE LAKE UNIV.		IIA	5	5	5	5	29.0	24.3	21.6	16.8	22.3	5	5	5	5	33.1	27.9	24.7	19.3	25.6
RICE UNIVERSITY		I	1	1	2	1	48.3	35.6	27.4	24.4	40.0	2	2	3	1	56.4	41.6	31.9	28.4	46.8
ST. MARY'S UNIVERSITY		IIA	3	5	4	3	35.5	25.8	22.6	19.4	28.5	4	5	5	4	40.9	30.2	26.1	21.9	33.0
ST. PHILIP'S COLLEGE		III		1	1*	1*	----	30.3	28.3	24.1	26.8		2	1	1	----	36.2	33.9	29.0	32.1
SAN ANTONIO COLLEGE		III		1	1	1*	----	30.3	27.0	23.8	26.3		4	3	3	----	30.3	27.0	23.8	26.3
SOUTH TEXAS COLLEGE OF LAW		IIC					53.4	42.0	34.6		44.5					62.6	48.9	41.5		52.4
SOUTHERN METH UNIVERSITY		I	2	2	2		46.8	33.3	26.8		36.6	3	2	2		53.6	40.2	33.6		43.4
SOUTHWEST TEXAS STATE UNIV.	22	IIA	3	2	3	3	35.7	30.0	24.4	19.5	27.5	3	2	3	3	43.3	36.7	30.3	24.6	33.9
SOUTHWESTERN UNIVERSITY		IIB	1	1	1*		39.2	29.4	25.6	----	31.6	1	1	1*		48.4	35.7	31.8	----	38.8
STEPHEN .AUSTIN STATE UNIV.	22	IIA	3	2	2	2	36.1	29.9	24.6	20.3	27.9	3	3	3	2	43.4	36.4	30.3	25.3	34.0
TARLETON STATE UNIVERSITY	22	IIA	4	3	3	3	33.6	28.8	24.5	19.6	26.2	4	3	2	3	41.0	35.4	30.4	24.3	32.3
TEXAS A&I UNIVERSITY	22	IIA	4	4	3	4	33.8	27.4	24.3	18.0	28.6	4	4	2	3	38.3	34.3	30.8	23.7	34.3
TEXAS A&M UNIVERSITY-MAIN	22	I	3	2	3	4	42.5	32.7	26.5	19.2	33.1	3	2	2	3	50.9	39.9	32.7	24.3	40.2
TEXAS A&M UNIV.AT GALVESTON	22	IIB		2	2		----	26.6	22.6		25.4		2	2		----	32.7	28.1		31.4
TEXAS CHRISTIAN UNIVERSITY		I	3	3	3	1	42.5	32.0	26.2	23.3	32.4	3	3	3	2	51.5	39.3	31.5	27.0	39.2
TEXAS COLLEGE		IIB	5	5	5	5	19.3	16.4	14.4	12.1	15.3	5	5	5	5	21.8	18.5	16.2	13.6	17.2
TEXAS TECH UNIVERSITY	22	I	3	3	4	4	42.0	31.2	25.4	18.9	32.5	3	4	4	4	50.3	37.7	30.9	23.3	39.2
TEXAS WESLEYAN COLLEGE		IIB	4	3	2		27.7	24.6	22.4	----	24.6	3	3	2		34.4	30.0	27.2	----	30.3
TEXAS WOMAN'S UNIVERSITY	22	I	4	3	4	1	38.3	31.4	25.1	22.6	28.7	5	4	4	2	45.3	37.3	30.5	26.8	34.3
TRINITY UNIVERSITY		IIA	1*	1	1	1	43.2	32.6	25.9	23.6	34.2	1	2	2	1	51.5	39.3	30.7	27.3	40.8
UNIVERSITY OF DALLAS	1	IIA	5	4	5		29.9	26.7	22.1		24.8	5	5	5		34.9	31.3	26.0		28.9
UNIV HOUSTON-UNIVERSITY PARK	22	I	2	2	2	2	45.9	32.7	27.1	22.2	35.3	2	2	1	1	54.3	40.1	34.7	29.1	43.1
UNIV. OF HOUSTON-DOWNTOWN	22	IIC					39.9	31.6	24.7	17.2	26.1					47.5	38.7	31.3	23.2	32.8
UNIVERSITY OF ST. THOMAS		IIA	5	5	5		26.6	24.6	21.7	----	23.8	5	5	5		31.1	28.5	24.8	----	27.5
UNIV TEXAS AT AUSTIN	22	I	2	3	2	4	45.5	31.1	27.1	18.9	35.6	3	4	2	3	53.2	37.8	33.4	24.9	42.9
UNIV TEXAS AT ARLINGTON	22	IIA	1	2	2		40.8	31.1	25.3	----	30.4	2	2	2		48.9	37.4	31.0	----	36.8
U OF TEXAS AT DALLAS	22	I	2	3	2		46.0	32.4	27.2	----	34.3	2	3	2		54.7	39.5	33.4	----	41.5
U OF TEXAS AT EL PASO	22	IIA	2	2	2	3	37.1	30.7	24.7	19.3	29.5	3	2	3	4	44.3	36.6	29.5	23.1	35.2
UNIV TEXAS OF PERMIAN BASIN	22	IIA	3	4	3		34.7	27.3	24.5	----	29.1	3	4	3		41.7	33.2	29.9	----	35.2
UNIV TEXAS AT SAN ANTONIO	22	IIA	2	2	3		38.8	30.8	24.0	----	26.6	2	2	3		47.0	37.8	29.9	----	32.9
UNIVERSITY OF TEXAS AT TYLER	22	IIA	3	3	4	2	34.5	28.4	23.5	20.5	27.3	3	3	3	2	41.9	34.8	29.3	25.8	33.6
WEST TEXAS STATE UNIVERSITY	22	IIA	3	3	3	3	34.5	28.5	24.0	19.5	26.8	3	3	3	3	41.6	34.8	29.5	24.3	32.7
UTAH																				
DIXIE COLLEGE		III		2	2	3	----	27.9	24.2	19.1	24.5		2	1	2	----	35.6	31.1	25.0	31.7
SNOW COLLEGE		III	3	3	3	2	30.0	26.3	22.2	19.6	23.3	2	2	2	2	38.9	34.4	29.4	26.3	30.8
SOUTHERN UTAH STATE COLLEGE		IIB	3	3	2	2	30.8	25.5	22.0	19.6	25.5	2	2	1	1*	39.9	33.0	28.8	26.8	33.2
UNIVERSITY OF UTAH		I	3	4	4	2	41.6	29.8	25.4	20.9	34.4	3	3	2	2	52.5	38.2	32.8	27.2	43.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
18.	ALL	40.	40.		7.9	8.2	8.2	----	4	10	15	2	2		5		----	----	----	----	----		----	
18.	97.	86.	54.						28	20	13	3	2	8	13	1	----	22.9	20.8	----	----	22.1	19.1	----
37.	83.	55.	59.	5.	11.7	13.4	12.6	13.4	5	21	19	15	1	8	15	23	----	27.7	25.4	25.2	----	27.4	25.4	22.9
32.		ALL	76.	12.	----	11.4	18.5	8.0	2	6	11	12	2	6	6	13	----	27.0	24.4	20.6	----	27.3	24.6	19.4
24.	75.	60.	10.		6.0	6.0	6.0		12	10	9	1			1		----	----	----	----			----	
20.	86.	48.	14.		5.2	5.1	4.6	5.6	33	22	14	16	3	3	8	5	----	----	19.9	----	----	----	19.8	----
23.	94.	84.	46.	26.	15.3	15.5	19.1	14.3	95	109	54	35	15	19	57	47	35.1	28.6	24.7	19.8	33.1	27.2	22.4	17.8
25.	93.	93.	47.		0.0	0.0	0.0		13	12	8		1	3	9		----	----	20.2		----	----	16.5	
22.					7.9	8.5	10.3	8.7	6	3	13	8	2	2	6	4	----	----	16.6	----	----	----	16.7	----
18.	89.	82.	30.		9.2	8.9	6.9	----	7	12	5	2	2	5	5	3	----	----	----	----	----	----	----	----
33.	96.	74.	35.	9.	22.0	22.4	23.0	23.9	143	80	68	23	14	15	42	33	37.2	31.2	25.8	20.5	35.8	30.2	24.0	19.7
30.		94.	46.						1	22	23	6	4	11	12	5	----	25.7	21.9	----	----	23.6	22.3	----
17.		33.			----	0.0			2	4			1	2			----	----			----	----		
31.	77.	81.	32.		15.0	14.8	15.0	15.0	12	34	14	6	1	33	23	15	----	22.5	18.8	15.4	----	22.6	19.1	17.6
28.	94.	80.	5.		5.6	5.9	5.5	----	51	21	12	1		4	9	2	----	----	22.4	----		----	20.3	----
32.	ALL	88.	63.	6.	16.0	13.6	14.0	17.1	21	25	21	21	7	9	9	11	28.4	24.1	21.2	18.9	28.5	24.0	20.5	18.3
30.	97.	86.	54.	18.	15.5	16.5	14.1	14.1	106	87	50	11	7	10	29	17	37.3	29.5	24.9	20.6	32.6	28.9	23.2	18.9
19.		83.	13.		----	----	6.6	----	4	2	10	2	1	4	5		----	----	----	----	----	----	----	
17.	73.	36.	12.						13	13	14	8	2	3	12	11	----	----	20.1	18.6	----	----	20.1	16.3
28.	ALL	72.	6.		8.0	8.1	8.0	----	44	16	15	5	2	2	2	3	----	----	----	----	----	----	----	----
26.	97.	89.	22.	11.	14.0	15.7	16.4	13.2	429	268	128	24	33	65	91	40	39.2	30.0	26.8	17.4	34.6	28.1	24.3	17.9
25.	98.	84.	20.		17.4	15.9	17.1	13.5	59	72	46	2	3	17	34	6	----	28.4	23.6	----	----	27.1	22.5	----
27.	99.	92.	55.		15.6	14.0	13.0	15.0	72	61	28	9	10	18	12	11	31.1	27.0	24.5	17.1	30.1	26.2	22.0	17.0
26.	95.	82.	14.		13.2	13.7	17.2	----	63	62	32	3	1	3	3	1	----	----	----	----	----	----	----	----
25.	97.	81.	1.		7.3	10.3	9.6	9.9	229	134	102	10	13	33	69	7	46.9	33.4	26.7	26.1	40.1	33.2	24.4	21.0
32.	ALL	91.	69.		18.1	16.1	16.9	16.5	7	26	5	5	5	17	8	4	----	25.1	----	----	----	24.8	----	----
23.					----	----	----			5	3	1	1	1				----	----	----		----	----	
22.	ALL	82.	33.	2.	3.2	3.8	4.6	6.6	46	38	13	20	6	7	14	27	36.8	32.9	28.3	20.8	28.3	27.1	25.6	19.9
25.	93.	78.	26.	13.	7.4	7.4	7.3	7.6	128	118	58	5	11	30	42	3	42.5	32.8	28.2	----	36.3	29.6	25.6	----
23.	94.	68.	12.		7.8	7.8	7.8	----	31	32	9		4	12	8	2	----	29.1	24.5		----	26.4	22.1	----
20.	ALL	ALL	88.	4.	5.8	8.3	8.0	7.2	26	98	42	23	16	24	32	30	36.3	30.8	27.8	23.2	36.7	30.7	27.7	24.1
17.	86.	67.	27.		3.5	3.9	5.4	----	10	2	7	2	4	4	4	5	----	----	----	----	----	----	----	----
21.	99.	72.	40.	24.					111	56	44	17	15	20	18	17	36.2	29.3	25.5	20.9	34.9	27.2	22.4	20.6
25.									5	1	1	2		1	2	1	----	----	----	----		----	----	----
18.	86.	91.	41.		5.0	5.4	5.2	----	30	16	15	3	5	6	7	7	----	23.1	20.4	----	----	22.7	19.9	----
0.	56.	14.			6.1	12.7	12.9	----	3	2	4	5	6	5	3	1	----	----	----	----	----	----	----	----
17.	20.				6.2	5.8	6.3	6.4	6	9	9	7	4	1	2	7	----	----	----	16.6	----	----	----	16.1
21.	93.	84.	41.	27.	0.0	0.0	0.0	0.0	81	65	60	58	11	12	50	48	36.4	29.3	25.5	20.0	34.8	28.6	22.3	18.3
22.	ALL	36.	33.		17.1	6.7	7.9	----	6	13	6	1		1	3	2	----	----	----	----		----	----	----
22.	ALL	87.	42.						34	41	30	9	1	6	15	15	----	29.0	25.1	12.9	----	30.0	23.3	18.3
20.	98.	90.	27.	ALL	3.4	4.8	6.3	2.9	222	158	117	8	19	30	71	3	38.0	30.4	26.4	----	37.4	29.8	25.1	----
15.	73.	56.	26.		12.4	14.2	14.7	14.0	6	7	13	3	5	9	10	13	----	24.5	22.3	----	----	24.2	20.6	----
17.	99.	87.			7.0	10.1	8.8	4.7	187	59	53	14	14	16	21	1	48.9	36.1	28.0	----	40.3	33.9	25.9	----
16.	76.	24.			7.6	3.4	9.1	21.3	44	38	16	6	6	4	13	1	37.0	----	24.0	----	24.5	----	20.7	----
20.		97.	71.	29.	5.8	8.5	8.8	8.7	1	18	16	60	3	14	25	16	----	30.0	27.8	24.2	----	30.6	28.6	23.6
0.		97.	71.	29.	7.2	8.5	8.2	9.0	1	18	16	60	3	14	25	16	----	30.0	27.8	24.2	----	30.6	26.6	22.1
18.	72.	11.			7.2	10.3	----		18	7	5			2	9		----	----	----		----	----	----	
19.	97.	84.	14.		5.4	5.6	6.5		162	122	93		10	24	39		47.0	33.7	27.7		43.0	31.4	24.5	
23.	99.	93.	35.	7.					101	93	104	32	14	33	42	28	35.9	30.4	24.7	19.9	34.7	28.8	23.8	19.1
23.	86.	89.	21.		9.1	10.7	8.8	----	18	14	10	2	3	5	4	1	----	----	----	----	----	----	----	----
22.	98.	96.	56.	8.	3.9	3.7	3.8	6.5	112	78	80	38	10	18	28	39	36.0	29.9	24.9	21.1	37.1	30.3	23.6	19.5
23.	97.	79.	50.	8.	4.1	4.1	4.9	4.7	27	23	44	8	3	5	12	18	----	----	25.0	19.8	----	----	22.8	19.5
20.	95.	91.	50.	12.	3.2	4.0	3.5	3.0	79	41	27	9	4	14	15	8	----	27.8	24.9	18.8	----	26.2	23.3	17.2
22.	95.	83.	7.		4.1	4.5	4.8	2.2	539	432	353	17	11	33	75	4	42.6	32.9	26.8	----	38.6	30.0	24.9	----
23.		75.			----	5.5	3.8		4	16	13						----	----	----					
21.	90.	89.	24.	12.	5.9	5.9	6.3	7.7	77	84	56	7	9	23	55	10	42.9	32.8	26.8	24.9	39.4	29.3	25.6	22.2
13.	44.	14.							4	4	6	6	3	3	3	5	----	----	----	----	----	----	----	----
21.	98.	89.	14.						300	237	180	9	17	56	85	8	42.2	31.7	26.0	20.2	38.1	29.0	24.1	17.4
23.	89.	52.	29.		0.0	0.0	0.0	----	22	24	14	1	5	9	7	4	----	25.0	23.8	----	----	23.7	19.5	----
19.	96.	64.	36.	24.	9.5	9.4	9.3	9.5	39	48	26	2	28	72	85	31	38.9	32.5	24.7	----	37.5	30.6	25.2	----
19.	ALL	96.	47.	38.	6.3	5.9	6.8	----	73	57	40	4	7	10	24	4	43.8	32.7	26.9	----	36.5	32.3	24.2	----
16.	ALL	79.	18.		0.0	0.2	1.7		10	35	25		1	3	8		----	----	22.0		----	----	22.4	
22.	92.	84.	13.	8.	3.2	3.6	4.5	3.5	326	266	202	23	19	43	82	17	46.2	33.1	27.6	21.6	42.3	30.7	25.6	23.1
26.	63.	70.	29.		20.7	12.0	17.8	3.0	7	36	43	3	1	10	25	9	----	31.9	25.2	----	----	30.4	23.9	----
16.	96.	53.	26.		5.1	9.5	11.4	----	14	19	8		11	11	19	5	26.8	25.2	20.2		26.3	23.4	22.4	----
20.	98.	99.	4.		3.2	3.6	4.2	5.6	765	391	342	23	54	116	139	17	45.7	31.5	27.7	19.3	42.8	29.5	25.6	18.3
21.	ALL	97.	21.		3.8	3.6	4.0	----	150	200	130	3	7	34	39	1	41.0	31.4	25.8	----	35.9	29.2	23.6	----
21.	ALL	99.			5.6	6.1	7.4		63	69	38	3	2	13	18		----	32.6	27.9	----	----	31.5	25.8	
19.	97.	97.	38.						101	103	101	4	4	21	59	5	----	30.8	25.4	----	----	29.9	23.6	----
21.	89.	81.	44.		3.0	4.0	4.6	----	18	22	6	2	1	4	3	2	----	----	----	----	----	----	----	----
24.	ALL	99.			2.9	3.6	3.6	----	47	56	85	3	6	17	33		39.0	30.7	24.3	----	37.8	31.0	23.1	
23.	92.	68.	10.		3.4	4.4	5.2	3.4	18	30	13	5	7	4	18	10	35.5	----	24.3	----	31.8	----	23.0	----
22.	92.	86.	47.	11.	4.8	4.8	5.3	5.0	57	38	45	19	3	5	29	26	----	----	23.9	19.3	----	----	24.2	19.6
29.		63.	41.	8.					4	13	23	9	1	3	6	4	----	----	24.6	----	----	----	22.3	----
32.	ALL	92.	16.		8.9	10.7	14.0	11.7	9	11	13	15		1	6	5	----	----	22.4	----		----	21.9	----
30.	ALL	84.	7.						26	33	25	4	1	5	4	3	----	----	----	----	----	----	----	----
27.	98.	79.	9.		9.1	10.1	11.6	7.0	387	190	97	11	22	53	60	18	42.0	30.3	26.5	22.1	34.8	27.9	23.5	20.1

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INSTITUTIONAL CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
U T A H(CONTD)																				
UTAH STATE UNIVERSITY		I	5	5	5	2	36.8	29.1	24.3	21.0	30.0	4	4	3	2	47.0	37.3	31.2	26.7	38.4
WEBER STATE COLLEGE		IIB	2	2	1	2	33.6	28.0	24.3	19.6	27.5	1	1	1*	1	43.3	36.3	31.7	25.7	35.6
WESTMINSTER COLL SALT LKE CY	1	IIB	5	4	4		23.5	21.9	19.6	----	21.1	4	4	3		29.7	26.0	24.2	----	26.0
V E R M O N T																				
BENNINGTON COLLEGE		IIB									26.6									28.4
CASTLETON STATE COLLEGE		IIB	3	2	2	1	29.4	25.9	22.5	20.9	25.3	2	2	1	1*	37.6	33.6	28.9	27.1	32.6
CHAMPLAIN COLLEGE		III	4	5	4	5	27.7	21.9	21.4	15.8	22.8	5	5	4	5	32.3	26.2	25.3	18.8	26.9
COLLEGE OF ST. JOSEPH		IIC					----		----	----	15.7					----		----	----	18.6
GODDARD COLLEGE	1	IIA									17.1									19.4
GREEN MOUNTAIN COLLEGE		III	5		5		21.4	----	17.8	----	18.9	5		5		27.0	----	21.5	----	23.5
JOHNSON STATE COLLEGE		IIB	3	2	1		30.4	27.1	23.8	----	25.5	2	2	1		38.2	33.8	29.5	----	31.7
LYNDON STATE COLLEGE		IIB	3	3	2		29.0	25.6	22.7	----	24.9	2	2	1		37.6	33.7	28.8	----	32.1
MARLBORO COLLEGE		IIB									19.4									23.5
MIDDLEBURY COLLEGE		IIB	1*	1	1	1	43.0	30.0	23.8	21.2	31.4	1*	1	2	1	52.9	36.4	27.7	24.1	37.8
NORRICH UNIV/MILITARY COLL		IIB	1	2	1	4	35.2	27.0	23.4	17.1	25.9	2	2	2	4	42.4	32.1	28.1	20.3	30.9
SAINT MICHAEL'S COLLEGE		IIA	5	5	5		31.5	24.9	20.9		25.5	4	5	5		41.5	30.7	26.0		32.3
THE EXPERIMENT INT'L LIVING		IIA									16.9									19.2
TRINITY COLLEGE		IIB		5	4	3	----	20.6	18.9	17.8	19.6		5	5	3	----	23.5	21.7	20.4	22.4
UNIVERSITY OF VERMONT		I	4	4	4	4	40.3	31.0	24.8	19.3	31.1	3	3	3	3	50.4	39.2	31.8	24.9	39.3
VERMONT COLLEGE		III	5	4	4		25.6	24.1	20.4		22.9	5	5	5		30.8	28.4	24.3		27.2
VERMONT TECHNICAL COLLEGE		III	4	4	3		28.2	24.9	22.4	----	24.7	3	3	2		35.9	31.6	28.6	----	31.3
V I R G I N I A																				
AVERETT COLLEGE		IIB	4	4	4	4	24.8	22.8	18.7	16.5	20.8	5	4	5	5	29.0	25.9	21.1	18.3	23.7
BLUE RIDGE CMTY COLLEGE		III		3	3	3	----	26.6	22.3	18.7	23.1		3	3	3	----	32.9	27.8	23.5	28.8
BRIDGEWATER COLLEGE		IIB	4	4	4		26.9	22.1	19.1	----	23.1	4	4	4		32.0	26.0	23.0	----	27.6
CENTRAL VA CMTY COLLEGE		III	3	3	3		28.9	25.9	22.8	----	24.8	3	3	3		35.7	32.1	28.4	----	30.8
CHRISTENDOM COLLEGE		IIB					----	----	----	----	22.0					----	----	----	----	25.8
COLLEGE OF WM. AND MARY		I	5	4	4	3	37.7	31.0	25.1	19.9	32.8	4	3	3	3	46.1	38.3	31.2	24.9	40.4
CHRISTOPHER NEWPORT COLLEGE		IIB	3	3	1	2	29.5	25.3	23.7	19.5	25.7	3	2	1	1	36.9	31.7	29.6	24.8	32.1
RICHARD BLAND COLL.WM&MARY		III	3	4			30.5	24.2	----		24.9	2	4			38.1	30.2	----		31.1
DABNEY S.LANCASTER COMM.COLL		III		3	3	3	----	25.6	22.2	18.0	22.6		3	3	3	----	31.7	27.6	22.6	28.2
DANVILLE COMMUNITY COLLEGE		III	5	4	4	4	26.3	24.7	21.2	17.8	22.6	5	4	4	4	32.6	30.7	26.4	22.5	28.2
EASTERN MENNONITE COLLEGE		IIB	5	5	5	5	21.4	17.4	15.9	12.8	16.8	5	5	5	5	26.6	22.2	19.7	16.0	20.9
EASTERN SHORE COMM.COLLEGE		III				4	----	----	----	17.4	21.7				4	----	----	----	21.9	27.0
EMORY & HENRY COLLEGE		IIB	3	3	3	1	29.5	24.6	21.7	20.9	25.4	3	3	3	2	35.4	29.3	26.0	23.5	30.2
FERRUM COLLEGE		IIB	5	5	5	5	24.3	20.4	18.5	15.0	19.7	5	5	5	5	27.9	23.6	21.3	16.9	22.7
GEORGE MASON UNIVERSITY		IIA	2	2	2	1	39.4	30.2	25.6	22.9	30.3	2	2	2	1	48.0	36.9	31.4	28.2	37.1
GERRANNA COMMUNITY COLLEGE	1	III			3	4	----	----	22.0	17.5	22.6			3	4	----	----	27.7	21.9	28.4
HAMPDEN-SYDNEY COLLEGE		IIB	2	2	2		32.6	26.7	22.8		27.5	3	3	3		39.3	31.1	26.0		32.4
HOLLINS COLLEGE		IIB	1	1	2		37.1	29.8	22.0	----	30.6	1	1	3		43.7	35.3	25.6	----	36.1
JAMES MADISON UNIVERSITY		IIA	4	4	3	4	32.9	27.5	23.8	18.8	27.0	4	3	3	3	40.9	34.4	29.9	23.8	33.7
J.SARGEANT REYNOLDS COM.COLL		III	4	4	4	3	27.4	24.9	21.5	18.6	23.6	4	4	4	3	34.0	30.9	26.8	23.4	29.3
JOHN TYLER COMMUNITY COLLEGE		III	4	3	3	3	27.6	25.3	21.8	18.5	23.2	4	4	3	3	34.1	31.4	27.2	23.2	28.8
LIBERTY BAPTIST COLLEGE		IIB	4	3	3	4	27.4	23.8	20.9	17.0	22.4	4	3	3	4	32.3	28.4	24.4	20.0	26.4
LONGWOOD COLLEGE		IIB	2	2	2	1	32.8	27.2	22.1	21.3	26.1	2	2	2	1*	40.9	34.2	27.9	27.0	32.8
LORD FAIRFAX CMTY COLLEGE		III		5	4	3	----	22.7	21.0	18.1	21.3		5	4	3	----	28.2	26.2	22.8	26.6
MARY BALDWIN COLLEGE		IIB	3	4	4		28.7	22.6	19.9	----	22.8	3	4	3		34.9	26.6	24.1	----	27.4
MARY WASHINGTON COLLEGE		IIB	2	2	2	2	31.1	27.7	22.2	19.1	26.2	2	1	2	1	39.0	34.9	28.1	24.3	32.9
MARYMOUNT COLLEGE OF VA		IIB	1	1	2		38.3	28.3	22.8	----	28.3	1	2	3		43.4	31.5	25.4	----	31.7
MOUNTAIN EMPIRE COMM.COLLEGE		III		4	4	3	----	24.2	20.8	18.2	20.9		4	4	3	----	30.0	26.0	22.9	26.1
NEW RIVER COMMUNITY COLLEGE		III	4	3	4	4	28.5	25.7	20.6	16.9	21.8	3	3	4	4	35.7	32.2	26.1	21.5	27.5
NORTHERN VIRGINIA COMM.COLL.		III	3	3	2	2	29.7	26.7	23.1	19.6	24.9	3	3	2	2	36.6	33.0	28.8	24.6	30.9
OLD DOMINION UNIVERSITY		IIA	2	3	2	4	38.8	29.5	25.3	19.1	29.4	2	2	2	3	47.5	36.5	31.4	23.6	36.3
PATRICK HENRY COMMUNITY COLL		III		4	3	4	----	25.0	21.8	17.2	21.7		4	3	4	----	31.0	27.2	21.6	27.1
PAUL D.CAMP COMMUNITY COLL.		III		4	4		----	24.0	20.7	----	22.2		4	4		----	29.9	25.8	----	27.6
PIEDMONT VIRGINIA COMM.COLL.		III	4	4	4	3	28.5	23.6	21.0	18.0	21.9	4	4	4	3	35.2	29.3	26.3	22.6	27.3
PRESB SCH OF CHRISTIAN ED		IIC					----	----	----	----	22.2					----	----	----	----	31.5
PROT EPIS THEOL SEM IN VA		IIC					24.9	----	----		23.3					47.4	----	----		45.3
RADFORD UNIVERSITY		IIA	4	4	4	4	33.1	27.2	23.2	18.6	26.8	4	4	3	3	41.0	33.8	29.0	23.4	33.4
RANDOLPH-MACON COLLEGE		IIB	3	2	2		29.7	27.3	21.9	----	25.3	3	2	2		35.6	32.9	26.7	----	30.6
RANDOLPH-MACON WOMAN'S COLL.		IIB	2	3	3		32.8	25.4	21.1	----	27.1	2	3	3		40.3	31.2	25.6	----	33.2
RAPPAHANNOCK COMMUNITY COLL.		III		3	4	4	----	25.3	21.5	16.9	21.3		4	4	4	----	31.4	26.8	21.3	26.6
ROANOKE COLLEGE		IIB	2	2	3		34.0	25.8	21.5	----	26.6	2	3	3		41.0	30.9	25.3	----	31.8
SAINT PAUL'S COLLEGE		IIB	5	5		5	21.5	18.8	----	15.7	17.8	4	4		2	30.8	26.9	----	22.5	25.5
SHENANDOAH COLL.&CONS.MUSIC		IIB	4	4	5	5	25.4	22.3	18.5	14.7	19.4	4	4	4	5	30.4	26.9	22.6	18.4	23.7
SOUTHSIDE VIRGINIA COMM.COLL		III		4	4		----	23.7	20.5	----	21.2		4	4		----	29.5	25.6	----	26.4
SOUTHWEST VIRGINIA COM.COLL.		III	4	4	3	3	27.1	25.2	22.2	18.7	22.4	4	4	3	3	33.5	31.3	27.7	23.5	27.9
SWEET BRIAR COLLEGE		IIB	2	2	2		34.4	27.6	22.0	----	28.0	1	2	2		43.4	33.5	26.6	----	34.5
THOMAS NELSON CMTY COLLEGE		III	4	4	3	4	27.7	24.9	21.9	17.9	23.7	4	4	4	4	33.5	30.2	26.5	21.6	28.7
TIDEWATER COMMUNITY COLLEGE		III	5	4	4	3	26.7	24.3	21.2	18.1	22.4	4	4	4	3	33.0	30.2	26.5	22.7	28.0
UNION THEOL SEMINARY IN VA.		IIC					23.7	----			22.9					36.5	----			35.4
UNIVERSITY OF RICHMOND		IIA	1	1	2	4	40.3	31.8	24.9	18.3	32.2	1	2	3	5	49.8	39.9	30.1	20.8	39.6
UNIVERSITY OF VIRGINIA		I	1	2	3	2	49.0	33.6	26.0	20.8	36.4	1	1	2	2	60.3	42.3	32.7	25.7	45.3
CLINCH VALLEY COLL.OF U.VA.	4	IIB	3	3	3		29.4	23.8	20.7	----	24.0	3	3	3		36.6	28.7	25.4	----	29.4
VIRGINIA COMMONWEALTH UNIV.		I	5	4	3	3	37.6	30.9	26.6	20.3	29.8	4	3	2	3	46.3	38.0	32.8	25.0	36.7
VIRGINIA HIGHLANDS COMM.COLL		III		4	3	4	----	24.6	21.8	17.5	22.7		4	3	4	----	30.5	27.6	22.1	28.4
VIRGINIA INTERMONT COLLEGE		IIB									16.2									20.1
VIRGINIA MILITARY INSTITUTE		IIB	2	1	1	1	34.4	31.3	25.0	21.6	30.2	1	1*	1*	1*	43.6	39.8	32.0	27.8	38.5
VIRGINIA POLY.INST.&ST UNIV		I	2	2	2	3	45.0	32.7	27.2	20.0	33.7	2	2	2	3	55.1	40.7	33.9	25.2	41.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
28.	98.	79.	19.		10.1	10.3	12.3	11.0	195	152	84	11	3	16	41	17	----	29.3	25.3	20.7	----	27.0	22.2	21.2
30.	98.	62.	22.	3.	11.6	11.9	12.3	12.6	123	65	64	31	10	19	36	38	33.7	28.4	25.1	20.9	31.9	26.7	22.9	18.5
23.					6.6	7.6	8.5	----	8	6	10		4	3	7	2	----	----	20.6		----	----	18.2	----
7.																								
29.	ALL	90.	26.	10.	7.5	6.8	6.2	5.4	21	14	15	5	3	6	8	5	----	25.9	22.1	----	----	25.9	23.3	----
10.					6.6	7.8	11.0	----	12	7	9	3	5	5	7	3	----	----	21.3	----	----	----	21.4	----
18.					----		----	----	1		2	2			2	1	----		----	----			----	----
13.																								
24.									5	2	6	1	1	1	3	3	----	----	----	----	----	----	----	----
25.	ALL	89.	28.						4	15	14	3	2	3	4	2	----	----	----	----	----	----	----	----
29.	ALL	88.	22.		8.0	6.8	6.5	----	12	14	16	1	1	2	7	2	----	----	22.1	----	----	----	24.0	----
21.																								
20.	96.	96.			8.8	9.2	8.6	8.4	48	19	32	8	2	5	18	6	----	----	24.4	21.8	----	----	22.8	20.4
19.	87.	85.	7.						15	50	36	9		4	5	2	----	----	----	----	----	----	----	----
27.	ALL	ALL	32.		6.9	8.0	8.0	----	27	28	24		3	8	10		----	25.0	20.9		----	24.6	20.7	
14.																								
14.									1	4	8	3	2	5	6	3	----	----	18.4	----	----	----	19.6	----
26.	ALL	95.	18.		6.1	6.5	6.3	----	153	119	75	2	8	45	45	5	40.3	31.9	25.4	----	40.8	28.8	23.9	----
18.	89.	46.	5.						8	8	6		1	20	14		----	24.0	20.9		----	24.2	20.2	
27.	ALL	69.	20.		7.2	6.6	7.2	----	15	11	19	2		2	1		----	----	----	----		----	----	
14.	90.	81.	21.		9.0	9.1	9.1	----	8	8	13	4	2	8	6	3	----	22.8	18.8	----	----	22.7	18.6	----
24.		29.	22.						3	10	11	7		4	7	5	----	----	23.0	----		----	21.2	----
19.	ALL	ALL	60.		4.4	4.5	4.6	----	21	12	9		1	1	6	1	----	----	19.4		----	----	18.7	----
24.	22.	41.	4.						8	21	19		1	8	8	3	----	25.8	22.8		----	26.2	22.8	----
17.									1	1	5	1		1			----	----	----	----		----		
23.	96.	84.	4.		13.6	15.3	16.3	16.8	148	102	38	7	13	19	15	5	37.9	31.2	25.2	----	34.6	29.7	24.9	----
25.	97.	90.	42.		9.7	10.4	11.1	11.8	28	26	20	8	7	5	11	2	29.5	----	24.1	----	29.5	----	22.9	----
25.	ALL	95.			----	9.3	12.5		5	10	2		1	9	3		----	24.4	----		----	24.0	----	
24.		50.	13.						2	8	6	4		4	2	3	----	----	----	----		----	----	----
25.	38.	54.	9.	10.					8	24	12	5		4	11	5	----	----	21.9	----		----	20.4	----
25.	40.	21.	4.		3.5	6.3	5.1	4.9	18	14	10	6	2		14	7	----	----	16.5	15.6	----		15.4	10.5
25.				14.					1	3	2	5		1		2	----	----	----	----		----	----	----
19.	ALL	ALL	46.		16.1	16.7	12.6	----	19	8	10	4	2	2	3	2	----	20.8	19.1	----	----	19.8	17.8	----
15.	93.	85.	22.		5.0	5.4	7.0	----	12	17	20	3	2	9	16	5	----	----	----	----	----	----	----	----
22.	33.	77.	2.		7.8	13.1	11.2	7.4	82	136	88	10	16	53	78		39.9	30.2	25.9	----	36.9	30.0	25.2	
26.					----	----	10.0	----	2	5	11	4	1		3	2	----	----	----			----	----	
18.	ALL	90.			5.8	7.1	9.3		21	19	13			2	2		----	----	----			----	----	
18.	ALL	96.	8.		7.1	7.5	10.1	----	18	21	6	2	7	6	7	1	37.2	29.9	21.5	----	36.8	29.1	22.4	----
25.	99.	86.	27.		9.7	10.2	12.0	11.3	96	121	92	13	19	34	34	31	33.0	28.0	24.0	19.5	32.1	25.7	23.3	18.5
24.	6.	2.	2.						24	25	32	6	11	25	24	10	27.9	25.0	21.8	19.1	26.5	24.7	21.1	18.3
24.	30.	51.	7.	6.	10.0	8.6	8.5	11.5	9	23	14	9	1	12	16	7	----	25.9	22.6	19.0	----	24.2	21.1	17.8
18.									35	30	46	11	5	5	22	15	----	----	21.2	18.4	----	----	20.4	16.1
26.	ALL	92.	52.		8.6	8.9	9.2	9.3	15	34	30	5	12	15	16	5	32.5	27.3	21.9	----	33.2	27.1	22.3	----
25.			6.						3	7	11	5		2	5	2	----	----	----	----		----	----	----
20.	ALL	67.	17.		4.0	5.6	7.0	----	10	4	13	2	5	8	10	3	----	----	19.9	----	----	----	19.9	----
26.	96.	88.	10.		7.6	9.0	9.3	10.0	34	29	31	7	11	13	20	3	31.1	27.8	22.4	----	31.0	27.5	21.9	----
12.	50.	12.	30.						10	8	3		6	9	17	5	33.2	29.5	----		46.8	27.3	----	----
25.									3	8	10	8	1	1	6	7	----	----	21.6	18.6	----	----	19.4	17.8
26.	73.	50.	14.		12.0	12.3	12.0	13.1	8	5	11	8	3	5	11	8	----	----	20.4	17.2	----	----	20.8	16.5
24.	13.	24.	8.		10.1	11.3	11.8	13.7	62	75	76	40	46	61	78	30	29.9	26.6	23.5	20.0	29.4	26.9	22.7	19.3
23.	97.	92.	10.		10.3	12.8	15.1	10.1	133	175	92	24	10	38	44	33	38.8	30.1	26.0	21.3	39.0	27.0	23.8	17.5
25.									1	3	6	2		4	7	5	----	----	21.7	----		----	21.9	----
25.									3	3	10	1		6	4	2	----	----	----	----		----	----	----
25.									4	11	9	4	2	6	14	8	----	24.3	21.5	----	----	22.4	20.8	----
42.					----	----	----		4	1	1		1		2	1	----	----	----		----		----	----
94.	83.								11	2	2		1				----	----	----		----			
24.	94.	77.	39.	4.	11.7	13.3	10.0	13.6	64	66	51	11	19	26	46	13	33.8	27.5	23.6	19.7	30.8	26.3	22.7	17.7
21.	95.	72.	10.						20	16	18	1		2	11	2	----	----	21.5	----		----	22.4	----
23.	ALL	80.	25.		11.2	12.4	14.7	----	22	10	9		8	5	11	2	33.6	----	20.6		30.5	----	21.6	----
25.									2	5	6	6		2	2	4	----	----	----	----		----	----	----
19.	85.	87.			6.5	5.6	7.7	----	16	20	10		4	10	7	4	----	26.0	22.1		----	25.4	20.7	----
43.	ALL	ALL							4	7	2	9	4	1	3	7	----	----	----	16.3	----	----	----	15.1
22.	67.	54.							4	18	15	8	2	6	15	8	----	22.7	19.0	14.4	----	21.1	18.0	15.1
25.									1	7	14	4		6	8	1	----	23.3	19.8	----		24.2	21.6	----
25.	33.	40.	5.						3	13	17	11	3	2	5	3	----	----	----	----	----	----	----	----
23.	ALL	93.	22.		5.9	7.9	9.6	----	18	8	9	1	7	7	14	2	35.0	27.5	22.7	----	33.0	27.7	21.5	----
21.	45.	12.	8.		9.4	9.0	8.9	8.9	18	36	28	4	11	13	24	11	29.0	25.4	22.3	----	25.7	23.7	21.5	----
25.	7.	7.							31	54	49	29	12	33	37	26	26.9	24.5	21.3	18.4	26.2	24.0	21.2	17.7
55.	ALL								15	2			1	1			----	----			----	----		
23.	ALL	91.	16.	17.	5.9	6.7	8.4	----	67	49	46	1	6	9	22	5	40.6	32.3	25.4	----	38.0	29.6	23.7	----
24.	95.	89.	1.		8.8	10.1	11.4	9.7	326	237	175	7	19	31	84	30	49.2	33.8	26.8	19.6	44.5	32.0	24.4	21.1
22.	ALL	75.	46.		9.2	9.6	10.4		10	12	11	1		4	2		----	----	----	----		----	----	
23.	96.	91.	15.	1.	9.3	10.2	10.5	10.5	140	228	173	23	19	66	93	49	37.7	31.5	27.7	21.8	36.4	28.6	24.7	19.6
25.		12.	6.							20	10	2	2	5	7	6		----	22.2	----	----	----	21.3	----
24.																								
27.	98.	36.	20.		9.7	16.7	11.3	----	47	10	23	7		1	2		----	----	----	----		----	----	
24.	95.	92.	11.	7.					414	400	290	80	15	37	66	47	45.2	32.8	27.7	20.6	39.5	31.1	25.5	19.1

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AD	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AD	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR
VIRGINIA(CONTD)																				
VIRGINIA STATE UNIVERSITY		IIA	5	4	4	3	31.4	27.2	23.3	19.4	25.4	4	4	3	2	38.9	33.8	29.0	25.1	31.6
VIRGINIA WESLEYAN COLLEGE		IIB	3	2	3	2	29.9	26.2	20.1	19.1	25.1	3	2	3	2	36.7	31.8	24.8	23.7	30.8
VIRGINIA WESTERN COMM.COLL.		III	3	3	4	3	29.6	25.9	21.4	18.5	23.6	3	3	4	3	36.5	32.1	26.7	23.2	29.4
WASHINGTON & LEE UNIVERSITY	44	IIB	1	1	1*	2	40.1	30.7	27.1	18.6	34.7	1	1	1*	3	48.4	37.0	31.4	20.7	41.6
WYTHEVILLE COMMUNITY COLLEGE		III	4	4	4		27.9	24.9	21.0	----	23.2	4	4	4		34.5	31.0	26.3	----	28.9
WASHINGTON																				
EASTERN WASHINGTON UNIV.		IIA	4	3	5		32.7	28.7	22.0	----	29.3	4	3	4		40.2	35.5	27.6	----	36.2
GONZAGA UNIVERSITY		IIA	2	4	5		37.2	28.1	22.0	----	28.0	3	4	4		44.4	34.1	27.0	----	33.9
PACIFIC LUTHERAN UNIVERSITY	1	IIA	4	4	5	4	33.2	27.1	22.0	18.8	26.8	3	4	4	3	41.6	33.9	27.2	24.7	33.5
PUGET SOUND CHRISTIAN COLL.		IIC					----	----	----	----	----					----	----	----	----	----
SEATTLE PACIFIC UNIVERSITY		IIB	3	2	2	2	30.9	26.5	23.1	19.6	26.5	3	3	2	2	35.5	30.7	26.8	23.2	30.7
SEATTLE UNIVERSITY		IIA	4	4	4	2	33.7	27.5	23.1	21.3	27.5	4	4	4	3	39.7	32.2	26.7	24.4	32.2
UNIVERSITY OF PUGET SOUND	44	IIA	3	3	4	4	35.9	28.6	23.2	19.1	28.5	2	2	3	2	46.9	36.6	29.7	25.6	37.0
UNIVERSITY OF WASHINGTON		I	3	5	3		40.8	29.1	25.8	----	33.9	4	4	3		49.2	35.7	31.2	----	41.1
WASHINGTON ST UNIVERSITY	34	I	5	5	4	3	37.0	28.5	25.1	20.2	30.6	5	5	4	3	44.9	34.8	29.7	25.4	37.1
WESTERN WASHINGTON UNIV.		IIA	3	2	2		36.1	30.1	25.0		31.6	3	2	2		44.1	37.1	30.7		38.7
WHITMAN COLLEGE		IIB	1	1	1		37.8	31.2	25.2	----	30.9	1	1	1		43.2	36.0	29.2	----	35.6
WHITWORTH COLLEGE		IIB	2	2	3	4	31.6	26.6	21.7	16.5	25.5	4	4	5	5	31.6	26.6	21.2	16.5	25.5
WEST VIRGINIA																				
ALDERSON BROADDUS COLLEGE		IIB		4	5	4	----	22.1	17.9	15.8	19.2		4	5	4	----	27.5	21.4	18.8	23.3
APPALACHIAN BIBLE COLLEGE		IIC					----	----	----	----	13.2					----	----	----	----	17.2
BECKLEY COLLEGE		III	5			3	19.3	----	----	18.5	18.8	5			4	22.1	----	----	21.2	21.5
CONCORD COLLEGE		IIB	4	4	4	4	27.8	22.9	19.7	16.7	22.7	4	4	3	3	33.5	28.0	24.3	20.9	27.7
DAVIS AND ELKINS COLLEGE		IIB	4	4	3	4	26.2	21.6	20.3	16.8	21.7	4	4	3	3	31.8	26.5	25.4	20.7	26.7
FAIRMONT STATE COLLEGE		IIB	3	3	3	3	28.0	24.0	20.9	18.1	23.8	4	3	3	2	33.4	28.8	25.1	22.2	28.5
GLENVILLE STATE COLLEGE		IIB	4	4	3	3	25.6	23.4	20.2	18.4	21.4	4	3	3	2	31.3	28.6	24.5	22.4	26.1
MARSHALL UNIVERSITY		IIA	5	5	5	5	29.6	25.3	21.7	16.9	24.7	5	5	5	5	34.9	30.3	26.1	19.9	29.4
OHIO VALLEY COLLEGE		III			5			----	15.8	----	16.3			5			----	18.6	----	19.2
PARKERSBURG COMMUNITY COLL.		III	5	5	5	5	26.0	22.1	18.3	16.0	21.0	5	5	5	5	31.0	26.6	22.4	19.8	25.4
POTOMAC STATE COLL OF W VA U		III	3	5	5	5	28.7	23.4	19.3	15.9	22.8	4	5	5	5	34.6	28.4	23.9	19.1	27.7
SALEM COLLEGE MAIN CAMPUS		IIB	5	5	5	5	20.0	18.0	16.3	13.9	16.4	5	5	5	5	22.7	20.4	18.5	15.9	18.6
SHEPHERD COLLEGE		IIB	3	3	2	2	29.3	24.5	22.2	19.1	23.9	3	3	2	2	35.4	29.9	27.3	23.8	29.3
SOUTHERN W.VA.COMMUNITY COLL		III		5	5	5	----	23.5	18.7	15.2	18.4		5	5	5	----	28.4	23.0	19.0	22.6
UNIVERSITY OF CHARLESTON		IIB	5	5	3	2	22.9	20.5	20.4	18.6	20.7	5	5	4	3	27.2	22.9	22.8	20.7	23.5
WEST LIBERTY STATE COLLEGE		IIB	3	4	3	3	28.0	23.0	21.0	18.0	24.1	3	4	3	2	33.9	27.9	25.6	22.2	29.3
W VA COLLEGE GRAD STUDIES		IIC					32.6	29.7	----	----	30.2					39.0	35.6	----	----	36.1
WEST VIRGINIA INST. OF TECH.		IIB	2	3	3	3	31.1	25.4	21.6	18.3	25.4	3	3	2	2	36.6	30.4	26.1	22.5	30.4
WEST VIRGINIA NORTHERN CC	1	III	5	5	5	5	24.6	20.8	18.1	14.7	19.1	5	5	5	5	29.0	24.7	21.6	17.8	22.8
W VA SCH OSTEOPATHIC MED		IIC					----	35.6	----		35.9					----	41.9	----		42.4
WEST VIRGINIA STATE COLLEGE		IIB	4	4	3	3	27.9	23.6	20.9	18.1	23.1	4	3	3	3	33.5	28.7	25.4	21.7	27.9
WEST VIRGINIA UNIVERSITY		I	5	5	5	5	35.7	29.0	23.0	16.9	28.5	5	5	5	5	42.4	34.8	27.4	20.1	34.0
WEST VIRGINIA WESLEYAN COLL.		IIB	4	4	4		26.8	22.8	19.4	----	22.9	3	3	3		34.4	28.6	25.1	----	29.2
WHEELING COLLEGE		IIB	4	4	4	4	26.1	21.9	18.9	15.9	20.5	4	4	4	4	31.3	25.8	22.3	19.1	24.3
WISCONSIN																				
ALVERNO COLLEGE		IIB	4	4	5	4	26.9	22.5	18.3	16.5	20.1	4	4	5	5	30.1	25.3	20.7	18.1	22.5
BELOIT COLLEGE		IIB	2	2	3		31.3	26.3	21.2		27.6	2	2	3		39.6	32.6	24.7		34.3
CARROLL COLLEGE		IIB	3	2	2		30.2	25.9	23.0		26.1	2	2	2		37.7	31.8	27.3		31.8
CARTHAGE COLLEGE		IIB	3	4	3		28.5	23.5	20.1	----	25.1	3	3	4		35.2	30.0	23.0	----	30.8
EDGEWOOD COLLEGE		IIB	5	5	5		23.3	19.8	17.2		20.1	5	5	5		27.2	23.4	20.5		23.7
INSTITUTE PAPER CHEMISTRY		IIC					44.8	36.9	----	----	37.2					54.6	45.4	----	----	46.0
LAKELAND COLLEGE		IIB	5		5		24.3	----	17.4	----	18.8	4		5		29.4	----	21.1	----	22.7
LAWRENCE UNIVERSITY		IIB	1	1	2		36.6	29.8	22.0	----	30.5	1	1	2		45.5	37.7	26.6	----	38.0
MARQUETTE UNIVERSITY		I	3	2	2	2	43.7	33.5	27.4	21.0	32.8	2	2	2	3	55.2	42.2	33.7	24.8	41.0
MILWAUKEE INST ART-DESIGN		IIC									18.3									21.4
MILWAUKEE SCHOOL OF ENGRG.		IIB	2	2	2	2	32.8	27.1	23.3	19.2	27.9	2	2	2	2	40.4	33.3	28.0	23.1	34.2
MOUNT MARY COLLEGE		IIB		4	4	5	----	23.4	19.5	15.7	21.4		3	3	4	----	28.5	25.2	19.5	26.4
MOUNT SENARIO COLLEGE		IIB	5	5	5		21.6	17.4	15.4	----	16.9	5	5	5		25.6	20.7	18.0	----	20.0
RIPON COLLEGE		IIB	2	2	3		34.0	26.2	21.1	----	26.6	2	2	2		42.1	32.2	26.1	----	32.7
ST. NORBERT COLLEGE		IIB	1	1	2		35.2	28.9	22.2	----	26.8	1	1	1		46.6	38.3	28.4	----	35.1
UNIV WISCONSIN-MADISON		I	4	5	3		38.5	28.8	25.9	----	34.8	4	4	2		48.8	36.1	32.7	----	43.3
UNIV WISCONSIN-MILWAUKEE		I	4	5	4	2	39.3	28.7	24.6	22.0	30.8	4	4	3	1	48.6	36.1	31.2	28.0	38.5
UNIV WISCONSIN-EAU CLAIRE		IIA	4	4	4	2	33.8	26.9	23.3	21.0	27.8	3	4	3	2	42.3	33.9	29.7	26.9	35.1
UNIV WISCONSIN-GREEN BAY		IIA	4	4	5		34.1	27.3	21.3	----	27.0	3	3	4		42.7	34.4	27.2	----	34.1
UNIV WISCONSIN-LA CROSSE		IIA	4	4	1	1*	33.4	28.3	26.6	23.7	27.7	3	3	1	1	41.8	35.7	33.6	30.1	34.9
UNIV WISCONSIN-OSHKOSH		IIA	4	3	2	2	33.6	28.4	24.6	21.2	28.7	3	3	2	2	42.1	35.8	31.2	27.2	36.1
UNIV WISCONSIN-PARKSIDE		IIA	3	4	4		36.0	27.7	23.5		27.8	2	3	3		44.9	34.9	29.8		35.0
UNIV WISCONSIN-PLATTEVILLE		IIA	4	4	2		32.1	28.1	24.9	----	27.8	4	3	2		40.2	35.4	31.6	----	35.0
UNIV WISCONSIN-RIVER FALLS		IIA	4	5	5	3	31.6	25.2	21.5	19.6	26.4	4	4	4	2	39.7	31.9	27.5	25.3	33.4
UNIV WISCONSIN-STEVENS POINT		IIA	4	5	4	3	32.0	26.2	23.2	19.4	27.3	4	4	3	3	40.1	33.1	29.5	24.9	34.4
UNIV WISCONSIN-STOUT		IIA	4	4	4	2	32.2	26.7	22.9	20.5	25.9	4	4	3	2	40.3	33.7	29.1	26.3	32.8
UNIV WISCONSIN-SUPERIOR		IIA	3	5	5		34.4	26.0	22.0	----	28.6	3	4	4		43.0	32.9	28.1	----	36.0
UNIV WISCONSIN-WHITEWATER		IIA	4	4	3	2	33.4	28.1	24.3	21.0	28.6	3	3	2	2	41.8	35.4	30.8	26.9	36.0
UNIV WISCONSIN-CENTERS		III	3	4	4	4	29.6	24.8	20.9	17.6	23.5	3	3	4	3	37.2	31.5	26.8	22.8	29.9
VITERBO COLLEGE		IIB		3	4	3	----	24.0	20.0	18.1	20.9		3	4	2	----	29.5	23.2	22.1	24.9
WYOMING																				
NORTHWEST CNTY COLLEGE		III		1	1	1	----	30.4	25.0	21.3	25.4		1	1	1	----	38.4	31.8	27.5	32.4
UNIVERSITY OF WYOMING	19	I	3	2	2		41.5	32.7	27.3	----	34.1	4	3	3		48.5	38.4	32.2	----	40.0
WESTERN WYOMING COMM.COLLEGE		III	1	1*	1*	1	36.3	33.8	29.9	23.5	28.8	1	1*	1*	1*	45.8	42.7	38.2	30.4	36.8
PUERTO RICO																				
U.PUERTO RICO,BAYAMON TECH U		IIB	5	5	5	5	20.4	15.5	13.1	10.8	13.1	5	5	5	5	24.8	19.1	16.3	13.4	16.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
25.	95.	44.	29.		9.7	10.3	11.3	11.2	42	37	59	19	14	13	43	18	31.8	26.8	24.0	19.9	30.2	28.5	22.3	18.9
22.	ALL	57.							14	11	5	3		3	3	4	----	----	----	----		----	----	----
24.	44.	61.	19.						14	22	21	5	4	9	26	8	----	26.4	21.6	----	----	24.6	21.3	----
20.	94.	85.	21.		8.2	8.3	10.3	----	81	38	21	2		2	3	4	----	----	----	----		----	----	----
24.	63.	38.	11.						6	8	9	3	2	5	10	2	----	----	21.0	----	----	----	21.1	----
24.	97.	73.	15.						160	73	40	4	18	12	22	1	32.9	28.7	22.5	----	30.9	28.6	20.9	----
21.	85.	59.	9.		4.7	8.4	8.1	----	33	43	26	2		6	19	3	----	27.7	22.5	----		30.9	21.3	----
25.	97.	84.	18.	14.	5.4	6.0	6.5	----	52	63	33	1	6	16	38	6	33.2	27.4	22.9	----	32.9	25.9	21.2	----
---					----	----	----		1	1	1	1					----	----	----	----				
16.	79.	58.	21.		5.5	9.1	6.1	7.2	28	28	12	5	6	15	12	2	31.1	26.3	23.6	----	29.9	26.9	22.6	----
17.	90.	78.	18.		5.5	5.8	5.3	5.3	38	59	33	8	13	17	17	6	34.1	27.7	23.1	22.9	32.2	27.0	23.1	19.1
30.	97.	76.			5.8	6.3	6.6	6.6	54	39	31	6	5	15	14	15	----	28.6	23.5	19.3	----	28.5	22.6	19.0
21.	98.	91.	6.		0.6	0.6	0.9		706	349	199	2	62	83	79	1	41.1	29.4	26.3	----	37.4	27.8	24.5	----
21.	ALL	93.	10.		0.0	0.4	0.8	0.6	253	203	118	2	13	37	65	12	37.1	28.5	26.2	----	34.2	28.4	23.0	----
23.	99.	95.	18.		4.9	4.1	5.8		135	143	38		13	23	18		36.3	30.4	25.7		34.8	28.8	23.6	
15.	ALL	ALL	19.		5.8	7.5	6.5	----	25	28	20	3	2	4	7	2	----	----	25.4	----	----	----	24.7	----
0.	ALL	79.	14.		5.1	6.5	5.8	----	18	18	14	2	3	6	7	5	----	26.7	21.4	----	----	26.4	20.7	----
21.		75.	43.		----	9.5	10.8	----	4	11	13	6	1	5	10	9	----	----	17.6	16.5	----	----	18.3	15.3
30.									1	4		1		1	1		----	----		----		----	----	
15.									4		1	4	7	2	1	2	----		----	----	----	----	----	----
22.	ALL	96.	20.						24	16	15	7	1	8	5	5	----	23.2	----	----	----	22.4	----	----
23.	93.	38.	7.		4.3	2.5	4.9	4.7	10	13	7	6	5	3	8	3	----	----	20.9	----	----	----	19.8	----
20.	92.	84.	59.		10.5	12.9	14.9	13.0	46	31	17	10	7	12	20	12	27.8	24.2	21.3	19.2	28.9	23.5	20.6	17.2
22.	ALL	91.	37.		----	10.4	10.3	8.4	7	17	16	8	1	5	14	3	----	----	20.7	----	----	----	19.6	----
19.	96.	83.	41.	3.	9.3	11.9	11.7	11.3	94	76	67	11	17	22	50	22	29.5	25.6	21.6	15.9	30.2	24.2	21.8	17.3
18.			22.							3	6	1			3			----	----	----			----	
21.	92.	ALL	44.						10	25	9	6	2	12	7	6	----	22.5	19.0	17.7	----	21.2	17.5	14.4
21.	ALL	91.	50.		8.5	9.7	10.1	----	12	9	7	4		2	3	2	----	----	----	----	----	----	----	----
14.	83.	69.	7.						5	11	5	7	1	2	10	10	----	----	----	13.3	----	----	----	14.3
22.	96.	96.	68.		9.7	8.1	9.1	9.3	22	24	25	2	3	4	13	7	----	----	22.5	----	----	----	21.7	----
23.		ALL	74.		----	9.2	9.4	11.6	2	3	11	12	1	4	12	8	----	----	20.4	15.6	----	----	17.2	14.6
14.									7	3	7	3	2	3	9	3	----	----	22.5	----	----	----	18.8	----
21.	ALL	88.	56.		9.4	10.1	9.6	9.4	44	38	4	10	6	21	5	6	28.3	23.5	----	18.3	25.7	22.1	----	17.4
20.	89.	46.			8.8	9.7	----		17	22	3	1	2	6	1		----	30.9	----	----	----	25.3	----	
19.	ALL	66.	19.		11.0	14.7	11.4	3.8	48	31	21	13	3	10	15	8	----	26.1	23.4	18.8	----	23.2	19.0	17.5
19.	89.	88.	46.						8	13	7	2	1	11	6	8	----	21.5	18.5	----	----	20.0	17.5	----
18.			56.						1	13	3			5			----	----	----			----		
21.	97.	93.	46.	19.	9.0	9.3	11.1	14.6	18	27	20	4	13	13	17	12	28.0	23.6	21.2	----	27.8	23.6	20.6	----
19.	93.	72.	19.		7.5	8.6	9.7	14.7	307	204	155	8	22	61	103	23	36.0	29.7	24.3	19.6	31.9	26.4	20.9	15.9
27.	ALL	92.	24.		3.8	3.9	3.5	4.9	22	23	9	3	4	16	12	1	----	23.2	20.5	----	----	22.1	18.6	----
18.	ALL	94.	21.		5.0	5.0	5.0	----	7	15	12	3	1	3	12	4	----	----	19.8	----	----	----	18.1	----
12.	88.	95.	56.		5.5	5.3	6.0	4.8	2	5	7	3	6	14	20	11	----	----	19.5	----	----	----	18.0	----
24.	ALL	87.	5.		6.8	8.7	9.3		41	14	12		1	1	9		----	----	20.7		----	----	21.8	
22.	ALL	ALL	37.						21	20	23		2	6	7		----	26.2	23.4		----	25.2	21.8	
23.	ALL	96.	45.		5.6	4.3	6.5	----	30	20	9		6	3	2	1	28.7	----	----		27.6	----	----	----
18.	86.	69.	17.						5	5	2		2	11	4		----	----	----		----	----	----	
24.					14.4	11.3	----	----	10	15	5	3					----	----	----	----				
21.	ALL				6.6	----	6.2	----	6	4	12	3		1	4	1	----	----	----	----		----	----	----
24.	95.	ALL			5.1	5.4	6.7		35	33	12	4	4	5	6	1	----	----	22.3	----	----	----	21.4	----
25.	99.	98.	7.		9.1	9.1	10.0	9.5	116	129	157	12	3	35	62	7	----	34.4	28.4	21.1	----	30.2	24.9	20.8
17.																								
22.					8.4	7.6	6.8	5.9	33	16	18	5	3	3	5	1	----	----	----	----	----	----	----	----
24.		81.	22.		----	6.1	5.9	----	1	4	3	2	1	12	6	4	----	----	----	----	----	----	----	----
19.	ALL	67.	40.		----	5.3	8.4	----	5	6	7	2	1	3	3	3	----	----	----	----	----	----	----	----
23.	ALL	ALL			5.3	6.0	6.6	----	21	13	15	4		3	7	1	----	----	21.4	----		----	20.5	----
31.	ALL	97.	39.		6.3	6.2	6.9	----	13	30	23	2		5	8	2	----	----	22.5	----		----	21.4	----
24.	ALL	ALL	3.		4.7	6.3	7.3	----	836	150	170	1	81	55	79	4	39.9	29.2	26.7	----	35.0	27.7	24.1	----
25.	ALL	99.	5.	7.	3.8	4.9	4.9	5.7	229	217	115	5	21	60	78	10	39.4	28.9	25.8	----	37.7	28.0	22.9	----
26.	99.	93.	65.	13.	3.8	4.1	4.3	4.5	120	100	66	13	7	19	40	10	33.9	26.9	23.2	22.5	31.5	26.9	23.5	19.2
26.	ALL	ALL	8.		3.5	4.8	7.4	----	28	72	15	1	3	10	11	3	----	27.4	21.3	----	----	26.4	21.3	----
26.	ALL	90.	57.	84.	3.8	4.0	4.4	3.9	94	78	56	7	14	11	7	12	33.7	28.5	26.6	22.9	31.2	27.6	25.9	24.1
26.	99.	90.	61.	36.	3.8	4.1	4.3	6.1	127	80	61	9	19	24	34	16	33.7	28.6	25.0	23.0	33.3	27.8	23.7	20.2
26.	94.	95.			3.4	4.0	6.9		33	68	25		1	13	13		----	27.9	23.4		----	26.8	23.6	
26.	96.	67.	52.		3.9	4.1	4.1	----	78	61	55	1	5	2	12	1	----	----	25.1	----	----	----	23.9	----
26.	ALL	84.	27.	17.	3.7	4.4	4.5	3.7	85	45	57	6	9	11	13	6	31.9	25.4	21.8	19.5	29.0	24.3	20.3	19.7
26.	99.	91.	43.	25.	4.4	5.3	3.7	2.8	120	116	46	14	18	13	14	14	32.0	26.3	23.2	19.8	31.9	25.3	23.3	19.0
27.	99.	91.	75.	59.	4.1	5.2	5.3	4.6	86	59	40	23	14	16	21	6	32.2	27.1	22.9	20.6	31.8	25.3	22.8	20.3
26.	ALL	88.	29.		3.7	4.2	4.6	----	37	19	16	3	7	6	5		34.5	25.9	----	----	33.7	26.2	----	
26.	99.	90.	51.	36.	4.4	4.4	5.5	3.7	138	57	61	12	26	15	29	2	33.5	28.1	24.6	----	32.4	28.3	23.5	----
27.	ALL	ALL	63.	11.	3.6	3.7	4.7	6.5	35	127	97	10	7	14	26	9	29.8	24.9	21.1	17.7	28.6	24.4	20.2	17.6
19.		82.	45.	18.	----	6.4	6.0	6.8	3	12	12	1	1	5	19	10	----	----	20.0	----	----	----	20.1	----
27.		85.	48.		----	0.0	0.0	0.0	3	10	36	11		3	6	6	----	----	25.4	21.6		----	22.9	20.7
17.	97.	87.	14.						256	138	99	3	10	20	39		41.5	32.5	28.3	----	41.4	34.4	24.8	
28.					0.0	0.0	0.0	0.0	6	5	7	8	1	3	4	10	----	----	----	23.4	----	----	----	23.5
24.	ALL	ALL	83.	43.					5	23	30	26	2	15	40	41	----	15.6	13.2	10.8	----	15.3	13.1	10.9

APPENDIX I	NOTES	(1)	(2)				(3)					(4)				(5)				
NAME OF INSTITUTION		INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
PUERTO RICO(CONTD)																				
CATHOLIC UNIV. PUERTO RICO		IIB	5	5	5	5	16.0	12.6	10.1	8.4	10.5	5	5	5	5	20.2	16.0	12.9	10.7	13.3
INTER AMERICAN UNIV. OF P.R.	45	IIA	5	5	5	5	20.9	16.5	13.9	12.2	14.0	5	5	5	5	24.4	19.4	16.0	13.1	15.9
PONCE TECH UNIV COLL		III		5	5	5	----	15.7	14.0	11.8	13.9		5	5	5	----	19.1	17.2	14.3	16.9
UNIV.PUERTO RICO,RIO PIEDRAS		IIA	5	5	5	5	27.2	21.5	17.9	14.5	20.6	5	5	5	5	32.4	25.9	21.7	17.8	24.7
CAYEY UNIVERSITY COLLEGE		IIB	3	4	5	5	28.0	21.8	17.2	11.6	17.1	4	4	5	5	33.3	26.2	20.9	14.4	20.7
ROMACAO UNIVERSITY COLLEGE		IIB	4	4	5	5	27.0	21.6	18.2	15.4	18.3	4	4	4	4	32.0	25.8	21.8	18.6	21.9
UNIV OF THE SACRED HEART		IIB	5	5	5	5	21.2	18.2	16.0	13.6	15.7	5	5	5	5	24.0	20.7	18.2	15.5	17.9
GUAM																				
GUAM COMMUNITY COLLEGE		III	5	4	4	4	24.1	24.0	20.1	17.2	19.6	5	5	5	5	28.1	28.0	23.6	20.3	23.0
UNIVERSITY OF GUAM		IIA	3	3	3	4	34.9	28.5	23.9	18.8	26.4	4	5	4	4	37.9	31.5	26.7	21.8	29.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.	89.	93.	57.	6.	0.0	0.0	0.0	0.0	8	44	32	19	9	36	60	31	15.9	13.1	10.7	8.2	16.3	12.0	9.8	8.6
13.	90.	58.	19.	1.	5.3	4.3	4.5	4.8	33	59	109	111	7	56	121	152	20.8	16.8	13.6	12.1	21.1	16.2	14.2	12.2
22.		ALL	95.	7.	----	5.2	5.9	11.4	1	11	14	13	2	14	24	15	----	16.0	14.0	11.9	----	15.5	14.0	11.6
20.	99.	96.	70.	18.	4.8	4.8	4.8	4.8	146	178	131	54	81	153	143	74	27.8	22.0	18.5	14.5	26.0	20.9	17.4	14.5
21.	ALL	88.	73.	38.	12.8	10.5	12.9	13.9	7	19	27	19	3	7	25	21	----	22.3	17.6	10.5	----	20.5	16.7	12.6
20.	ALL	94.	87.	54.	2.8	6.1	5.4	6.4	6	21	43	26	1	15	39	35	----	21.5	18.4	15.9	----	21.8	17.9	15.0
14.					13.1	11.1	12.7	13.4	4	7	16	18	4	17	26	38	----	18.5	16.3	13.8	----	18.1	15.8	13.4
17.									6	8	11	18		7	9	24	----	24.1	20.0	17.3		23.8	20.1	17.1
11.	68.	59.	18.	5.					21	38	31	7	4	13	30	14	----	28.5	23.9	20.2	----	28.5	23.9	18.1

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INSTITUTION CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
ALABAMA													
ALEXANDER CITY ST.JUNIOR COL		IV	2	25.2	2	29.8	19.	82.	15.7	18	15	25.6	24.6
BREWER STATE JR COLLEGE		IV	2	24.8	2	29.4	19.	71.		10	7	24.6	25.1
CHATTAHOOCHEE VALLEY ST CC		IV	2	25.0	2	29.7	19.	95.		22	20	25.9	24.0
ENTREPRISE STATE JUNIOR COLL		IV	3	22.5	3	26.5	18.	94.		24	11	23.0	21.5
J.H.FAULKNER STATE JR.COLL.		IV	2	25.2	2	30.1	19.	72.		17	19	27.2	23.4
GADSDEN STATE JR COLLEGE	1	IV	1	29.7	1	35.2	18.			51	52	29.7	29.8
GEO C WALLACE ST CC-DOTHN		IV	2	25.6	2	30.3	18.	82.		54	44	26.2	24.8
GEO C WALLACE ST CC-SELMA		IV	2	25.4	2	30.0	18.	73.		29	27	25.9	24.9
JEFFERSON DAVIS ST.JR.COLL.		IV	3	23.4	3	27.8	19.	89.		13	14	25.6	21.3
JEFFERSON STATE JR.COLLEGE		IV	2	26.3	2	31.2	18.	94.	11.7	69	72	27.4	25.3
JOHN C.CALHOUN ST.COMM.COLL.		IV	2	25.5	2	30.2	18.	71.	20.4	76	70	26.6	24.4
LURLEEN B.WALLACE ST.JR.COLL		IV	3	23.1	3	26.4	14.	28.		16	9	23.2	23.0
MARION MILITARY INSTITUTE		IV	5	17.5	5	20.8	19.	74.		17	2	---	---
NORTHEAST ALABAMA ST.JR.COLL		IV	2	24.3	2	29.1	20.	74.	15.0	11	16	24.6	24.0
PATRICK HENRY STATE JR.COLL.		IV	2	24.4	2	29.1	19.	75.	15.0	8	12	25.9	23.4
S.D.BISHOP STATE JUNIOR COL		IV	3	23.4	3	27.9	19.	89.		23	24	23.6	23.3
SHELTON STATE COMMUNITY COLL		IV	2	26.3	2	30.7	17.	70.		32	45	26.7	26.0
SNEAD STATE JR COLLEGE	1	IV	2	25.0	2	29.7	18.	80.		16	19	25.7	24.5
SOUTHERN UNION STATE JR.COLL		IV	3	24.0	3	28.4	19.	82.		12	26	26.4	22.8
WALKER COLLEGE		IV	3	22.8	3	25.3	11.	82.		12	5	---	---
GEO.C.WALLACE ST.COMM.COLL.		IV	3	23.3	3	27.1	16.	65.	17.6	24	27	24.2	22.5
ARIZONA													
ARIZONA WESTERN COLLEGE		IV	2	24.9	2	29.4	18.		7.5	44	26	25.8	23.3
CENTRAL ARIZONA COLLEGE		IV	1	28.9	1	34.0	18.			64	17	28.5	30.2
COCHISE COLLEGE		IV	2	24.1	2	28.9	20.			70	27	24.5	23.2
EASTERN ARIZONA COLLEGE	4	IV	3	23.6	3	28.8	22.	75.		50	10	23.8	22.7
GLENDALE COMMUNITY COLLEGE		IV	1*	35.5	1*	42.4	19.	84.		112	55	36.2	34.1
MARICOPA TECH COMMUNITY COLL		IV	1*	33.9	1*	40.6	20.	81.		30	28	35.4	32.4
MESA COMMUNITY COLLEGE		IV	1*	35.2	1*	42.0	19.	91.		117	62	36.1	33.4
PHOENIX COLLEGE		IV	1*	36.1	1*	43.2	19.	81.		91	69	33.8	39.2
RIO SALADO COMMUNITY COLLEGE		IV		----		----	---			3		---	
SCOTTSDALE COMMUNITY COLLEGE		IV	1*	33.5	1*	40.1	20.	92.		61	41	33.9	33.0
SOUTH MOUNTAIN COMM.COLLEGE		IV	2	25.3	2	30.8	22.	41.		9	13	25.2	25.4
MOHAVE COMMUNITY COLLEGE		IV	3	23.7	3	28.8	21.		3.3	28	14	23.8	23.6
NAVAJO COMMUNITY COLLEGE		IV	4	19.0	4	23.0	21.			39	31	20.3	17.5
PIMA COMMUNITY COLLEGE		IV	2	26.5	2	31.7	20.			156	114	27.1	25.8
YAVAPAI COLLEGE		IV	1	28.1	1	33.7	20.		10.9	49	22	23.9	26.3
ARKANSAS													
STHN ARK U EL DORADO BR		IV	4	20.7	4	24.7	20.	25.	11.5	8	8	20.4	21.0
SOUTHERN ARK UNIV TECH		IV	4	20.7	3	25.5	23.		10.3	29	9	20.9	19.9
CALIFORNIA													
ALLAN HANCOCK COLLEGE		IV	1*	32.1	1*	39.4	23.	97.		70	21	33.0	29.1
AMERICAN RIVER COLLEGE		IV	1*	32.6	1	38.3	18.	96.		202	72	33.2	30.9
SISKIYOU JOINT COM COLL DIST		IV	1	30.2	1	36.4	20.	89.	1.0	39	7	30.5	29.0
COSUMNES RIVER COLLEGE		IV	1	31.9	1	37.6	18.	91.		54	14	32.1	31.3
FEATHER RIVER COLLEGE		IV	1	29.4	1	35.2	20.			19	6	30.1	27.0
GLENDALE COMM.COLL.DISTRICT		IV	1*	32.0	1	37.0	16.	88.	9.0	100	59	32.3	31.5
MONTEREY PENINSULA COM COLL		IV	1*	32.9	1*	39.2	19.	91.	3.2	67	21	32.6	33.8
SACRAMENTO CITY COLLEGE		IV	1*	32.6	1	38.3	18.	97.		146	75	32.8	32.2
SAN DIEGO CITY COLLEGE		IV	1	29.4	1	35.0	19.	89.		87	45	30.2	27.7
SAN DIEGO MESA COLLEGE		IV	1	30.5	1	36.2	19.	97.		145	61	30.9	29.5
SAN DIEGO MIRAMAR COLLEGE		IV	1	27.9	1	33.4	19.	85.		28	5	---	---
SAN DIEGO SDECC		IV	2	24.2	2	29.3	21.	88.		9	7	24.6	23.7
SAN DIEGO SDACE		IV	3	24.0	2	31.1	29.	94.		22	29	24.6	23.6
SAN JOAQUIN DELTA COLLEGE		IV	1*	36.7	1*	45.2	23.	94.		143	58	37.4	35.0
SAN JOSE CITY COLLEGE		IV	1*	34.0	1*	39.7	17.	97.		101	52	34.9	32.3
SANTA BARBARA CTY COLLEGE		IV	1	29.4	1	36.6	24.	97.		123	43	29.0	30.6
SIERRA COLLEGE		IV	1	31.3	1	38.2	22.	94.		94	32	31.7	30.4
SKYLINE COLLEGE		IV	1*	35.4	1*	43.4	23.	98.		53	36	36.0	34.5
SOLANO COMMUNITY COLLEGE		IV	1*	33.3	1*	39.5	19.	98.	12.6	79	36	33.3	33.2
TAFT COLLEGE		IV	1*	34.2	1*	41.1	20.	61.	1.6	25	3	---	---
WEST HILLS COMM COLL DIST		IV	1*	33.1	1*	40.3	21.	84.	0.0	31	6	33.1	33.2
COLORADO													
AIMS COMMUNITY COLLEGE		IV	2	24.2	2	28.9	20.	85.		64	37	24.3	24.0
ARAPAHOE COMMUNITY COLLEGE		IV	2	24.1	3	28.2	17.		2.1	50	31	24.8	23.0
COLORADO NORTHWESTERN CC	3	IV	1	27.6	2	32.7	19.			24	8	27.4	28.0
DENVER AURARIA CMTY COLLEGE		IV	3	23.7	3	28.3	19.			41	32	23.4	24.1
FRONT RANGE COMMUNITY COLL.		IV	2	24.4	2	29.1	19.			62	33	24.9	23.5
RED ROCKS COMMUNITY COLLEGE		IV	2	24.2	2	28.9	19.			66	15	24.0	25.0
LAMAR COMMUNITY COLLEGE		IV	4	19.4	4	23.3	20.			15	5	---	---
MORGAN COMMUNITY COLLEGE		IV	3	22.1	3	26.2	18.			8	6	23.1	20.8
NORTHEASTERN JUNIOR COLLEGE	3	IV	3	23.7	3	28.2	19.	61.	6.0	52	12	23.7	23.6
OTERO JUNIOR COLLEGE		IV	3	22.7	3	26.9	19.		0.0	16	8	23.3	21.3
PIKES PEAK CMTY COLLEGE		IV	2	24.1	3	28.3	18.			87	44	24.3	23.6
PUEBLO COMMUNITY COLLEGE		IV	3	21.2	4	24.9	17.			37	32	21.9	20.5
TRINIDAD STATE JUNIOR COLL.	1	IV	3	21.6	4	25.2	17.			32	14	22.3	20.0
DELAWARE													
DEL TECH&COMM COLL-STHRN	4	IV	2	25.5	2	32.8	28.		10.0	42	31	26.1	24.8
DEL TECH CC STAN-WILMGTN	4	IV	2	25.1	2	32.1	28.		10.0	50	58	25.8	24.5

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN ASZ SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
D E L A W A R E(CONTD)													
DEL TECH & CC TERRY CAM	4	IV	2	24.2	2	31.2	29.		10.0	23	14	23.3	25.7
F L O R I D A													
BREVARD CMTY COLLEGE		IV	3	22.5	3	28.0	24.	80.		135	85	23.7	20.6
BROWARD COMMUNITY COLLEGE		IV	2	26.2	1	33.0	26.	82.		170	123	26.6	25.7
CENTRAL FLORIDA CMTY COLLEGE		IV	3	21.9	3	27.2	24.	71.		63	29	22.2	21.3
CHIPOLA JUNIOR COLLEGE		IV	2	24.3	2	29.2	20.	80.		29	27	24.6	24.0
DAYTONA BEACH COMMUNITY COLL		IV	3	23.8	2	29.4	23.	73.		104	81	25.1	22.2
EDISON COMMUNITY COLLEGE		IV	4	20.1	4	24.9	24.	68.		48	31	20.8	18.9
FLA.JUNIOR COLL. AT JACKSVLE		IV	3	23.4	2	30.3	29.	85.		203	183	23.7	23.2
FLORIDA KEYS CMTY COLLEGE		IV	4	20.1	4	24.8	24.	72.		26	6	20.3	19.2
LAKE CITY CMTY COLLEGE		IV	3	23.2	3	28.3	22.	89.		50	20	23.4	22.7
LAKE-SUMTER COMMUNITY COLL.		IV	3	22.5	3	27.8	23.	69.	4.5	23	16	23.2	21.6
NORTH FLORIDA JR COLLEGE		IV	3	22.7	3	28.5	26.	83.		16	13	22.8	22.6
OKALOOSA-WALTON JUNIOR COLL.		IV	1	28.6	1	33.3	16.	78.		45	27	28.9	28.2
PASCO-HERNANDO COMM. COLLEGE		IV	5	17.2	5	21.1	23.	68.		22	22	18.0	16.4
POLK COMMUNITY COLLEGE		IV	3	22.6	3	27.7	22.	88.		61	45	24.5	20.1
ST.JOHNS RIVER COMM.COLLEGE		IV	4	19.3	4	24.0	25.	73.		36	12	19.6	18.3
ST. PETERSBORG JUNIOR COLL.		IV	2	24.9	2	30.8	24.	76.		158	134	26.3	23.2
SANTA FE COMMUNITY COLLEGE		IV	3	23.8	2	29.6	25.	80.		120	112	24.2	23.3
SEMINOLE COMMUNITY COLLEGE		IV	2	24.2	2	30.1	24.	78.		64	52	25.1	23.2
TALLAHASSEE COMMUNITY COLL.	1	IV	2	26.3	1	33.1	26.	70.	4.7	42	40	26.2	26.4
VALENCIA COMMUNITY COLLEGE		IV	2	25.1	2	31.6	26.	78.		87	73	26.5	23.5
G E O R G I A													
DEKALB COMMUNITY COLLEGE		IV	2	26.8	2	32.5	21.	92.		145	142	27.5	26.2
EMMANUEL COLLEGE		IV	5	15.4	5	17.8	15.			7	6	15.6	15.2
PHILLIPS COLLEGE		IV	5	11.1	5	11.9	7.			3	8	---	---
TRUETT MCCONNELL COLLEGE		IV	5	17.1	5	19.6	14.			12	7	17.9	15.9
H A W A I I													
HONOLULU COMMUNITY COLLEGE	9	IV	2	25.4	1	34.5	36.	69.		75	33	26.4	23.1
KAPIOLANI COMMUNITY COLLEGE	9	IV	1	27.3	1	37.0	36.	76.		53	43	27.0	27.5
KAUAI COMMUNITY COLLEGE	9	IV	2	24.3	1	33.0	36.	52.		27	17	25.6	22.1
LEEWARD COMMUNITY COLLEGE	9	IV	2	26.7	1	36.3	36.	77.		82	42	27.2	25.9
MAUI COMMUNITY COLLEGE	9	IV	2	25.4	1	34.5	36.	54.		36	20	26.0	24.3
WINDWARD COMMUNITY COLLEGE	9	IV	2	25.0	1	34.1	36.	58.		17	14	23.7	26.7
I D A H O													
NORTH IDAHO COLLEGE		IV	2	25.1	2	30.6	22.	70.	11.7	53	26	25.9	23.5
I L L I N O I S													
BELLEVILLE AREA COLLEGE		IV	1*	32.0	1	36.5	14.	91.		81	31	32.8	29.8
CARL SANDBURG COLLEGE		IV	3	23.1	3	26.4	14.	74.		27	26	23.7	22.4
COLLEGE OF LAKE COUNTY		IV	1	30.8	1	35.9	17.	95.		106	61	31.2	30.0
DANVILLE AREA CMTY COLLEGE		IV	2	24.9	3	28.6	15.	90.		35	24	26.6	22.4
ELGIN COMMUNITY COLLEGE		IV	1	27.3	2	32.2	18.	81.	6.6	52	34	28.3	25.9
HIGHLAND COMMUNITY COLLEGE		IV	2	25.5	2	30.8	21.	81.	8.2	32	10	25.8	24.5
ILL.EASTERN COMM.COLLEGES	24	IV	2	24.1	3	26.4	10.	90.	0.0	77	41	26.7	19.5
ILLINOIS VALLEY CMTY COLLEGE		IV	2	26.4	2	30.0	14.	78.		63	24	27.1	24.4
JOHN A. LOGAN COLLEGE		IV	1	28.1	2	32.9	17.	91.		33	22	29.0	26.8
JOHN WOOD COMMUNITY COLLEGE		IV	5	18.2	5	21.2	16.			8	12	20.1	17.0
KASKASKIA COLLEGE		IV	3	22.3	3	26.0	17.	77.		47	17	23.0	20.4
KISHWAUKEE COLLEGE		IV	3	22.7	3	26.8	18.	93.		44	25	22.9	22.4
LAKE LAND COMMUNITY COLLEGE		IV	3	23.1	2	29.0	26.	87.	4.8	61	29	24.4	20.5
LINCOLN COLLEGE		IV	4	19.7	3	25.4	29.	63.	5.3	19	8	19.5	20.0
LINCOLN LAND CMTY COLLEGE		IV	1	27.7	2	31.5	14.	83.		86	49	28.3	26.5
MCHENRY COUNTY COLLEGE		IV	2	25.8	2	29.7	15.	88.	8.4	36	12	28.2	18.7
MALLINCKRODT COLLEGE		IV	5	14.1	5	15.7	11.			1	7	---	---
MIDSTATE COLLEGE		IV	5	14.0	5	16.1	15.			4	7	---	---
MORAINE VALLEY CMTY COLLEGE		IV	2	26.2	2	31.2	19.	84.		102	74	27.1	25.1
MORRISON INST OF TECHN		IV	5	15.9	5	17.8	12.			8	2	---	---
PARKLAND COLLEGE		IV	1	28.0	2	32.3	15.	85.		93	71	28.8	27.0
REND LAKE COLLEGE		IV	2	26.1	2	29.2	12.	95.		40	15	26.6	24.7
ROCK VALLEY COLLEGE		IV	2	25.1	2	30.9	23.	87.		102	38	26.1	22.6
SHAWNEE COLLEGE		IV	4	19.1	5	21.2	11.	63.		14	13	21.6	16.4
SOUTHEASTERN ILLINOIS COLL		IV	3	21.9	3	25.9	18.	54.		49	14	22.0	21.7
SPOON RIVER COLLEGE		IV	2	26.0	2	31.0	19.	92.		24	12	26.5	25.1
SPRINGFLD COLLEGE IN ILL		IV	5	17.8	5	20.4	15.	73.		5	10	---	---
THORNTON COMMUNITY COLLEGE		IV	1	31.4	1	35.7	14.	89.		67	60	33.2	29.4
WAUBONSEE CMTY COLLEGE		IV	1	28.2	1	33.4	19.	90.		38	30	29.1	27.0
I N D I A N A													
INDIANA VOCATIONAL TECH COLL	25	IV	5	17.2	5	21.9	27.		3.4	234	203	17.5	16.9
I O W A													
DES MOINES AREA COMM COLL		IV	3	22.3	3	27.3	22.			119	83	22.9	21.5
EASTERN IOWA COMM.COLL.DIST.	27	IV	4	20.1	4	24.3	21.			83	51	20.7	19.0
ELLSWORTH COMMUNITY COLLEGE		IV	3	22.5	3	27.4	22.		4.0	44	10	22.9	21.1
HAWKEYE INST TECHNOLOGY		IV	4	20.3	4	24.6	21.			72	41	21.4	18.4
INDIAN HILLS COMMUNITY COLL.		IV	4	19.1	4	22.7	19.		5.1	82	44	19.9	17.7
IOWA LAKES COMMUNITY COLL.		IV	3	21.4	3	25.9	21.		3.8	55	16	22.4	18.1
KIRKWOOD CMTY COLLEGE	10	IV	4	21.0	4	24.5	17.			122	62	21.7	19.5
MARSHALLTOWN COMMUNITY COLL.		IV	3	21.9	3	26.5	21.			30	16	22.8	20.0
MOUNT SAINT CLARE COLLEGE		IV	4	20.1	4	22.7	13.			9	4	---	---
NORTH IOWA AREA COMM.COLLEGE		IV	2	24.9	2	30.0	20.			64	17	25.4	23.0

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) WOMEN
I O W A(CONTD)													
NORTHWEST IOWA TECH.COLLEGE		IV	4	19.2	4	24.5	28.			30	6	19.8	16.5
OPEN BIBLE COLLEGE		IV	5	12.4	5	15.5	25.			5	1	---	---
SOUTHEASTERN CMTY COLLEGE	13	IV	3	22.1	3	27.1	23.			55	19	22.5	20.9
WESTERN IOWA TECH COMM.COLL.		IV	4	20.4	4	24.2	18.			47	20	20.7	19.9
K A N S A S													
ALLEN COUNTY COMMUNITY COLL.		IV	4	20.6	4	22.7	10.	80.		20	5	---	---
BARTON COUNTY COMMUNITY COLL		IV	3	21.4	3	25.5	19.	69.		33	32	23.4	19.3
BUTLER COUNT COMMUNITY COLL		IV	3	22.7	3	26.7	18.	73.	8.8	44	36	25.4	19.5
CENTRAL COLLEGE		IV	5	15.3	5	19.5	28.		5.0	13	5	---	---
COFFEYVILLE COMMUNITY COLL.		IV	3	21.2	3	25.7	21.	ALL		15	6	23.1	16.5
COLBY COMMUNITY COLLEGE		IV	3	21.5	4	24.3	13.	75.	8.0	28	16	22.4	20.0
COWLEY COUNTY COMMUNITY COLL		IV	3	23.7	3	28.3	19.			27	7	24.0	22.9
FORT SCOTT COMMUNITY COLLEGE		IV	5	18.5	5	20.6	11.	67.		23	10	19.1	17.2
GARDEN CITY COMMUNITY COLL.		IV	3	22.9	3	26.7	17.	89.		36	25	23.6	21.7
HASKELL INDIAN JUNIOR COLL.		IV	2	23.1	3	26.0	11.		5.2	36	20	25.1	24.7
HESSTON COLLEGE		IV	5	16.5	5	19.6	18.			25	10	16.8	15.9
HIGHLAND COMMUNITY COLLEGE		IV	4	20.4	4	23.9	17.			18	6	20.5	20.1
HUTCHINSON COMMUNITY COLLEGE		IV	2	24.4	3	28.4	16.	89.	6.6	67	28	25.0	22.9
INDEPENDENCE COMMUNITY COLL.		IV	3	22.5	3	25.8	15.			19	11	23.2	21.3
JOHNSON COUNTY COMM. COLL.		IV	1	28.6	1	33.5	17.			101	75	28.4	27.6
KANSAS CITY KANS. COMM. COLL		IV	3	22.1	3	26.2	19.		5.6	51	53	23.6	20.6
LABETTE COMMUNITY COLLEGE		IV	3	23.3	4	24.5	5.	77.		13	18	24.2	22.6
NEOSHO COUNTY COMMUNITY COLL		IV	3	23.4	3	28.3	21.	78.	10.4	18	14	25.0	21.3
PRATT COMMUNITY COLLEGE		IV	4	20.1	4	23.4	16.	59.		22	10	20.2	20.1
SEWARD COUNTY COMMUNITY COLL	4	IV	3	21.6	4	24.6	14.		6.0	21	14	22.6	20.1
K E N T U C K Y										3	12	---	---
BRAUGHON'S COLLEGE		IV	5	11.0	5	12.3	12.			8	4	---	---
LINDSEY WILSON COLLEGE		IV	5	18.2	5	20.5	13.	17.		7	26	16.5	16.7
MIDWAY COLLEGE		IV	5	16.7	5	19.2	15.		5.5	5	8	---	---
SAINT CATHARINE COLLEGE		IV	5	12.9	5	15.4	19.	8.	7.4	13	18	15.8	14.3
SULLIVAN JR. COLL.OF BUS.		IV	5	15.0	5	16.4	10.			27	38	14.0	12.1
PATTERSON COLLEGE		IV	5	12.9	5	14.3	11.						
L O U I S I A N A										14	15	22.5	21.1
BOSSIER PARISH COMM.COLLEGE		IV	3	21.8	3	25.8	18.	97.		5	3	---	---
SAINT BERNARD PARISH COM.COL		IV	3	22.9	3	26.9	17.	75.					
M A I N E									5.0	3	5	---	---
ANDOVER COLLEGE		IV	5	11.7	5	14.5	24.			37	15	20.9	20.1
EASTERN MAINE VOC.TECH.INST.		IV	4	20.7	3	26.0	26.			29	17	21.9	20.0
NORTHERN MAINE VOC TECH INST		IV	3	21.2	3	26.7	26.			66	21	22.3	20.8
SOUTHERN ME VOC TECH INST		IV	3	21.9	3	26.4	20.	85.	9.5	21	32	21.3	16.4
WESTBROOK COLLEGE		IV	5	18.4	5	21.5	17.						
M A S S A C H U S E T T S											21		---
AQUINAS JUNIOR COLL.-MILTON		IV	4	19.3	4	22.2	15.				21		---
AQUINAS JUNIOR COLL.-NEWTON		IV	4	20.0	5	22.0	10.			24	8	28.4	28.7
BLUE HILLS TECHNICAL INST.		IV	1	28.5	2	30.8	8.	88.		14	26	16.0	15.0
MOUNT IDA JUNIOR COLLEGE		IV	5	15.3	5	18.6	21.	15.		21	27	27.7	25.9
QUINCY JUNIOR COLLEGE		IV	2	26.7	2	31.9	20.						
M I C H I G A N										36	8	29.1	28.7
ALPENA COMMUNITY COLLEGE		IV	1	29.0	1	37.3	28.			141	66	31.4	30.3
GRAND RAPIDS JR COLLEGE		IV	1	31.0	1	38.0	22.	94.	9.4	25	13	24.0	20.7
MID MICHIGAN CMTY COLLEGE		IV	3	22.9	2	29.5	29.	82.		15	6	26.9	26.6
MONTCALM COMMUNITY COLLEGE		IV	2	26.9	1	33.9	26.	ALL	5.5	92	38	31.2	30.1
SCHOOLCRAFT COLLEGE	3	IV	1	30.9	1*	40.4	31.		5.0	11	17	23.1	19.9
SOUTHWESTERN MICHIGAN COLLEGE		IV	3	21.2	3	26.5	26.	21.					
M I N N E S O T A										35	27	29.6	25.1
ANOKA RAMSEY COMMUNITY COLL.		IV	1	27.7	1	35.9	30.		6.2	23	7	32.5	25.1
AUSTIN COMMUNITY COLLEGE		IV	1	30.8	1*	39.5	28.		6.2	11	4	---	---
BETHANY LUTHERAN COLLEGE		IV	3	23.9	1	34.3	43.			18	4	---	---
BRAINERD COMMUNITY COLLEGE		IV	1	29.2	1	37.7	29.		5.8	15	7	31.5	27.1
FERGUS FALLS COMMUNITY COLL.		IV	1	30.1	1*	38.7	29.		5.5	83	35	29.0	23.0
ARROWHEAD COMM.COLL.REGION	35	IV	1	27.2	1	35.4	30.		5.8	37	16	28.5	27.0
INVER HILLS COMMUNITY COLL.		IV	1	28.0	1	36.3	29.		6.1	46	23	30.8	28.0
LAKEWOOD COMMUNITY COLLEGE		IV	1	29.9	1*	38.4	29.		7.2	30	34	29.8	27.1
MINNEAPOLIS CMTY COLLEGE		IV	1	28.3	1	36.7	29.		6.0	69	42	29.8	26.2
NORMANDALE COMMUNITY COLLEGE		IV	1	28.5	1	36.8	29.		6.0	43	35	29.5	27.8
NORTH HENNEPIN COMMUNITY COL		IV	1	28.7	1	37.1	29.		5.5	13	4	---	---
NORTHLAND COMMUNITY COLLEGE		IV	1	29.7	1	38.2	29.		6.6	51	38	30.7	23.7
ROCHESTER COMMUNITY COLLEGE		IV	1	27.7	1	35.9	30.		6.3	24	3	---	---
WILLMAR COMMUNITY COLLEGE		IV	1	29.8	1*	38.4	29.		6.3	16	6	29.1	22.7
WORTHINGTON COMMUNITY COLL.		IV	1	27.3	1	35.5	30.		7.0				
M I S S I S S I P P I										35	28	17.7	17.5
COAHOMA JUNIOR COLLEGE		IV	5	17.6	5	20.7	18.			41	32	17.7	16.4
COPIAH-LINCOLN JR COLLEGE		IV	5	17.1	5	18.9	10.			25	14	18.7	18.7
EAST CENTRAL JUNIOR COLLEGE		IV	4	18.7	5	22.1	18.			144	170	19.2	19.6
HINDS JR.COLL.DIST.-HINDS		IV	4	19.4	4	23.3	20.			33	28	17.6	18.7
HOLMES JUNIOR COLLEGE		IV	5	18.1	5	21.9	21.	84		59	55	18.9	18.5
ITAWAMBA JUNIOR COLLEGE		IV	4	18.7	4	22.4	20.			54	59	20.6	19.3
JONES CO JUNIOR COLLEGE		IV	4	19.9	4	25.2	27.			47	65	20.0	19.8
MERIDIAN JUNIOR COLLEGE		IV	4	19.8	4	23.9	21.						

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
M I S S I S S I P P I (CONTD)													
MISS DELTA JUNIOR COLLEGE		IV	4	19.5	4	23.1	19.			40	54	19.4	19.5
NORTHEAST MISS JR COLLEGE		IV	4	19.3	4	23.1	20.			50	63	19.1	19.5
PHILLIPS COLL OF JACKSON		IV	5	8.8	5	10.1	15.			5	8	---	---
UTICA CAMPUS OF HINDS JR.COL		IV	4	20.4	4	24.4	20.			34	27	20.6	20.2
WOOD JUNIOR COLLEGE		IV	5	13.3	5	15.2	15.		7.8	3	12	---	---
M I S S O U R I													
CROWDER COLLEGE		IV	5	18.4	5	21.2	15.			19	7	18.7	17.5
EAST CENTRAL COLLEGE		IV	3	22.7	3	26.7	17.			40	18	23.9	20.2
JEFFERSON COLLEGE		IV	3	21.8	4	25.2	16.	54.		69	29	22.1	20.9
KEMPER MILITARY SCH.&COLLEGE		IV		---		---	---			3		---	
LONGVIEW CMTY COLLEGE		IV	1	28.3	2	32.9	16.	86.		48	17	29.0	26.4
MAPLE WOODS CMTY COLLEGE		IV	1	28.2	2	32.7	16.	76.		31	7	29.1	23.9
PENN VALLEY CMTY COLLEGE		IV	1	27.5	2	32.0	16.	82.		49	40	29.8	24.8
PIONEER COMMUNITY COLLEGE		IV	5	17.8	5	21.2	19.			2	7	---	---
MINERAL AREA COLLEGE		IV	3	21.5	4	24.6	14.			28	24	22.8	20.1
MOBERLY JUNIOR COLLEGE		IV	5	18.1	5	20.7	14.	38.		16	21	18.8	17.6
STATE FAIR COMMUNITY COLLEGE		IV	5	17.0	5	19.6	15.			31	20	17.5	16.1
THREE RIVERS CMTY COLLEGE	5	IV	5	18.3	5	21.1	15.	52.		29	27	19.5	17.0
TRENTON JUNIOR COLLEGE		IV	5	18.0	5	20.5	13.	46.		12	16	19.6	16.8
M O N T A N A													
MILES COMMUNITY COLLEGE		IV	2	24.4	2	30.2	24.		8.2	14	12	25.5	23.0
N E B R A S K A													
CENTRAL COMMUNITY COLLEGE		IV	3	21.5	3	26.9	25.			88	44	22.0	20.4
MCCOOK COMMUNITY COLLEGE		IV	3	21.4	3	26.6	25.	90.	7.0	16	4	---	---
METROPOLITAN TECH COMM.COLL.	1	IV	4	20.0	4	24.9	24.		7.6	54	52	20.7	19.3
MID-PLAINS COMM.COLLEGE AREA		IV	3	23.9	2	28.9	21.	ALL		50	23	24.0	23.7
NORTHEAST TECH COMM.COLLEGE		IV	4	20.6	3	26.0	26.			60	14	20.8	19.9
PLATTE VALLEY BIBLE COLLEGE		IV		---		---	---			4		---	
SOUTHEAST COMMUNITY COLLEGE		IV	4	19.8	4	24.1	22.		5.4	141	70	20.2	18.9
WESTERN TECH COMM COLL AREA		IV	3	21.6	3	26.8	24.			59	16	22.3	19.0
N E W M E X I C O													
NEW MEXICO JUNIOR COLLEGE		IV	1	28.6	2	32.9	15.		4.8	37	15	28.6	28.6
N E W Y O R K													
JUNIOR COLLEGE OF ALBANY		IV	4	20.7	3	25.3	23.	50.	8.1	17	35	23.8	19.1
N O R T H C A R O L I N A													
ANSON TECHNICAL COLLEGE		IV	5	15.3	5	18.6	21.			15	6	15.7	14.5
ASHEVILLE-BUNCOMBE TECH.COLL		IV	4	20.7	3	25.3	22.			47	37	21.9	19.2
BEAUFORT CO CMTY COLLEGE		IV	5	18.3	4	22.3	22.			24	18	19.0	17.3
BLUE RIDGE TECHNICAL COLLEGE		IV	4	19.8	4	24.1	21.		12.5	23	12	21.2	17.2
BRUNSWICK TECHNICAL COLLEGE		IV	5	18.5	4	22.3	21.			6	8	18.4	18.5
CARTERET TECHNICAL COLLEGE	1	IV	5	16.3	5	19.8	21.			15	15	16.6	16.1
CATAWBA VALLEY TECH C		IV	3	21.3	3	25.7	21.			54	24	22.0	19.9
CENTRAL CAROLINA TECH COLL		IV	4	20.0	4	24.3	21.			46	28	20.3	19.6
COASTAL CAROLINA COMM.COLL.		IV	4	19.4	4	23.5	21.			57	34	20.0	18.4
CRAVEN COMMUNITY COLLEGE		IV	4	19.4	4	23.5	21.			25	15	20.1	18.2
EDGECOMBE TECH COLLEGE		IV	5	18.0	5	22.0	22.			17	25	18.9	17.4
FAYETTEVILLE TECH INST		IV	3	21.7	3	26.2	21.			103	79	22.7	20.4
FORSYTH TECHNICAL INST		IV	4	20.9	4	25.2	21.		10.0	50	54	21.6	20.2
GASTON COLLEGE		IV	4	19.6	4	23.7	21.			61	38	20.8	17.6
GUILFORD TECH.COMM.COLLEGE		IV	4	20.7	4	24.9	20.		15.6	67	66	21.3	20.1
HALIFAX COMMUNITY COLLEGE		IV	5	18.4	4	22.2	21.		10.5	19	30	19.1	17.9
HAYWOOD TECHNICAL COLLEGE		IV	5	18.4	4	22.4	21.		12.0	39	21	18.3	18.6
ISOTHERMAL COMMUNITY COLLEGE		IV	4	18.8	4	22.7	21.		11.6	27	20	20.1	16.9
JOHNSTON TECHNICAL COLLEGE		IV	5	18.0	5	21.9	21.			58	30	18.5	17.1
LEES-MCRAE COLLEGE		IV	5	17.6	5	20.7	17.	26.	5.5	19	16	19.1	15.8
LENOIR CMTY COLLEGE		IV	4	18.7	4	23.0	23.	14.		41	29	19.3	17.9
MCDOWELL TECHNICAL COLLEGE		IV	5	17.5	5	21.3	21.		12.3	15	11	17.4	17.7
MARTIN COMMUNITY COLLEGE		IV	4	19.7	4	23.8	21.			14	7	18.9	21.2
MAYLAND TECHNICAL COLLEGE		IV	5	18.4	4	22.3	21.			20	8	18.2	18.8
MITCHELL CMTY COLLEGE		IV	5	18.2	5	22.1	21.			26	22	18.7	17.6
MONTGOMERY TECHNICAL COLLEGE		IV	5	16.3	5	19.8	22.		11.6	17	6	16.3	16.3
MONTREAT-ANDERSON COLLEGE		IV	4	18.9	4	22.7	20.	50.	5.0	13	7	19.3	18.2
NASH TECHNICAL INSTITUTE		IV	4	19.1	4	23.2	21.			20	15	20.5	17.3
PITT CMTY COLLEGE		IV	4	20.2	4	24.3	20.			42	41	20.9	19.6
RANDOLPH TECHNICAL COLLEGE		IV	5	17.7	5	21.5	21.			27	15	18.5	16.3
RICHMOND TECHNICAL COLLEGE		IV	3	21.4	3	25.9	21.			18	17	21.8	21.0
ROANOKE-CHOWAN TECH.COLLEGE	4	IV	4	18.6	4	22.7	22.		9.7	10	18	18.8	18.5
ROBESON TECHNICAL COLLEGE		IV	4	20.1	4	24.2	21.		10.4	23	21	20.0	20.2
SANDHILLS CMTY COLLEGE		IV	4	20.3	4	24.4	21.			58	48	22.0	18.2
SOUTHEASTERN COMMUNITY COLL.		IV	5	17.0	5	20.7	22.			34	31	17.5	16.4
STANLY TECHNICAL C		IV	4	18.9	4	22.8	21.			16	16	19.8	18.0
TECHNICAL COLL.OF ALAMANCE		IV	4	20.2	4	24.5	21.			33	26	21.2	19.0
TRI-COUNTY COMMUNITY COLLEGE		IV	5	15.1	5	17.6	17.			19	8	15.0	15.3
VANCE-GRANVILLE COMM.COLLEGE		IV	4	19.0	4	23.0	21.			22	27	20.2	18.0
WAKE TECHNICAL COLLEGE		IV	4	19.6	4	23.6	21.		13.9	67	54	20.4	18.6
WARREN WILSON COLLEGE		IV	5	13.6	5	18.8	39.	13.	9.8	32	6	13.7	12.7
WAYNE COMMUNITY COLLEGE		IV	4	19.6	4	23.9	22.			52	40	20.1	18.9
WILKES COMMUNITY COLLEGE		IV	4	20.6	4	24.9	21.			27	35	20.4	20.7
WILSON COUNTY TECH.INSTITUTE		IV	5	17.5	5	21.6	24.		10.0	29	20	18.0	16.8

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INSTITUTIONAL CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
NORTH DAKOTA													
BISMARCK JUNIOR COLLEGE		IV	2	25.2	2	30.8	22.		5.0	67	21	25.9	23.2
ND STATE SCHOOL SCIENCE		IV	2	24.1	2	29.1	21.	64.	0.0	136	41	24.1	24.2
N. DAK. STATE UNIV-BOTTINEAU		IV	3	22.7	3	27.8	23.	67.	0.0	17	7	22.8	22.3
STANDING ROCK COLLEGE		IV	4	18.9	4	23.1	22.		5.0	9	3	---	---
OHIO													
CINCINNATI TECH COLLEGE		IV	2	25.0	2	31.3	25.	51.		70	31	25.7	23.3
COLUMBUS TECHNICAL INST		IV	3	23.1	3	26.7	16.	54.	9.8	97	66	23.9	22.0
HOCKING TECHNICAL COLLEGE		IV	4	20.3	4	24.0	18.		10.9	66	66	20.8	19.9
LAKELAND COMMUNITY COLLEGE		IV	1	31.3	1*	39.1	25.	66.	9.0	72	29	32.2	29.1
MARION TECHNICAL COLLEGE		IV	3	23.0	3	28.0	22.		2.6	13	21	23.8	22.5
MIAMI-JACOBS JR.COLL.OF BUS.		IV	5	11.0	5	12.2	10.			1	7	---	---
NORTHWEST TECH COLLEGE		IV	4	20.6	3	28.0	36.			14	6	20.9	19.6
SOUTHERN OHIO COLLEGE		IV	5	13.8	5	15.5	17.			31	58	15.6	12.8
TERRA TECHNICAL COLLEGE		IV	4	20.8	3	28.8	38.		5.6	43	17	21.5	19.2
OKLAHOMA													
CARL ALBERT JUNIOR COLLEGE		IV	2	24.2	2	28.1	16.			27	11	24.5	23.4
ROGERS STATE COLLEGE		IV	3	23.0	3	26.3	14.			36	16	23.5	21.8
CONNORS STATE COLLEGE		IV	2	24.6	3	27.3	11.	88.		25	16	25.3	23.4
EASTERN OKLAHOMA STATE COLL.		IV	3	24.0	3	28.1	17.	59.		37	19	24.6	22.7
EL RENO JUNIOR COLLEGE		IV	2	25.3	3	27.4	8.	25.		20	12	25.6	24.8
MURRAY STATE COLLEGE		IV	3	22.7	3	25.3	12.	44.		27	14	23.3	21.5
NORTHEASTERN OKLA. A&M COLL.		IV	2	24.2	3	28.3	17.	80.		63	35	24.3	24.0
NORTHERN OKLAHOMA COLLEGE		IV	3	23.3	3	27.3	17.	58.		29	19	24.0	22.2
OSU SCHOOL OF TECH.TRAINING		IV	3	23.2	3	28.7	23.			124	32	23.8	21.0
OKLAHOMA COLL BUS AND TECH		IV	5	14.0	5	17.1	22.			11	7	15.3	11.9
ROSE STATE COLLEGE		IV	2	24.5	3	28.4	16.	73.	0.1	78	72	25.2	23.8
SAINT GREGORY'S COLLEGE		IV	3	21.2	4	23.5	11.	91.		9	2	---	---
SAYRE JUNIOR COLLEGE		IV	3	22.4	4	24.2	8.	ALL	1.7	6	4	---	---
SEMINOLE JUNIOR COLLEGE		IV	3	23.3	3	26.6	14.	46.	3.5	26	13	24.0	22.0
OKLAHOMA CITY COMM COLL		IV	2	24.8	2	29.0	17.		3.6	55	44	25.1	24.3
TOCSA JUNIOR COLLEGE		IV	2	24.5	2	29.0	18.			77	84	25.2	24.0
WESTERN OKLAHOMA STATE COLL.		IV	3	23.4	3	26.0	11.	53.		32	15	23.7	22.8
OREGON													
BASSIST COLLEGE		IV	5	12.5	5	14.7	18.				10		---
BLUE MOUNTAIN COMM. COLLEGE		IV	2	26.6	1	35.7	34.	82.		51	15	27.1	25.0
CHEMEKETA CMTY COLLEGE		IV	1	27.2	1	36.4	34.	87.		106	71	28.5	25.4
CLACKAMAS CMTY COLLEGE		IV	2	24.5	1	33.6	37.	70.	12.4	92	64	25.4	23.2
CLATSOP COMMUNITY COLLEGE		IV	2	25.0	1	33.6	34.	74.		27	11	24.9	25.4
LANE COUNTY COMMUNITY COLL.		IV	1	27.4	1	36.7	34.	89.	2.1	148	86	28.0	26.3
LINN-BENTON CMTY COLLEGE		IV	2	25.0	1	33.2	32.			82	53	26.1	23.5
PORTLAND COMMUNITY COLLEGE		IV	2	26.1	1	35.5	36.	78.	6.8	236	159	26.8	25.0
ROGUE COMMUNITY COLLEGE		IV	3	22.2	2	29.7	34.	73.		42	18	23.0	20.3
TREASURE VLY CMTY COLLEGE		IV	3	23.2	2	30.0	29.	89.	8.6	35	10	24.0	20.4
UMPQUA COMMUNITY COLLEGE		IV	2	25.2	1	34.2	36.			36	22	26.3	23.4
SOUTH CAROLINA													
AIKEN TECHNICAL COLLEGE		IV	3	22.7	3	26.7	18.		9.8	25	8	22.8	22.2
ANDERSON COLLEGE		IV	4	20.0	4	24.6	23.	79.		28	20	20.9	18.9
BEAUFORT TECH COLLEGE		IV	4	20.4	4	24.5	20.			24	20	20.5	20.4
CHESTERFLD-MARLBORO TECH		IV	3	22.7	3	26.9	19.			13	13	26.1	19.2
CLINTON JUNIOR COLLEGE		IV	5	9.0	5	9.8	9.			3	5	---	---
DENMARK TECHNICAL COLLEGE		IV	5	17.7	5	20.8	17.		7.2	22	9	18.1	17.0
FLORENCE-DARLGTN TECH. COLL.		IV	4	19.6	4	23.6	21.			45	43	20.6	18.5
GREENVILLE TECH COLLEGE		IV	2	24.8	3	28.2	14.			90	87	26.0	23.6
HORRY-GEORGETOWN TECH C		IV	4	19.5	4	23.2	19.			30	20	20.1	18.7
MIDLANDS TECH COLLEGE		IV	3	21.8	3	25.8	18.			86	91	23.0	20.7
ORANGEBURG CALHOUN TECH C		IV	4	19.7	4	23.3	18.		9.3	25	28	21.1	18.4
PIEDMONT TECH COLLEGE		IV	4	19.0	4	22.4	18.			35	20	19.5	18.2
RUTLEDGE COLLEGE		IV	5	10.6	5	12.6	18.			2	7	---	---
SPARTANBURG METH COLLEGE		IV	4	18.6	5	20.9	13.	48.		15	12	19.1	17.9
SPARTANBURG TECH COLLEGE		IV	4	19.8	4	23.6	19.		11.0	41	35	21.4	17.9
SUMTER AREA TECH COLLEGE	1	IV	4	18.9	4	22.4	18.		10.0	24	26	19.2	18.7
TRI-COUNTY TECH COLLEGE		IV	4	19.5	4	23.1	18.			48	30	20.4	18.1
TRIDENT TECHNICAL COLLEGE		IV	4	20.0	4	23.8	19.			72	51	20.8	19.0
WILLIAMSBURG TECH C	PNA	IV											
YORK TECHNICAL COLLEGE		IV	4	20.7	4	24.7	20.			33	35	22.0	19.4
SOUTH DAKOTA													
NATIONAL COLLEGE		IV	4	19.0	5	21.1	11.	63.		18	12	18.7	19.5
OGLALA LAKOTA COLLEGE		IV	4	20.2	4	23.3	15.			17	10	20.3	20.0
PRESENTATION COLLEGE		IV	5	18.5	5	19.7	6.			4	12	---	---
TENNESSEE													
CLEVELAND ST CMTY COLLEGE	23	IV	3	24.0	2	32.9	37.			84		---	
FREE WILL BAPTIST BIBLE C		IV	5	18.5	5	22.1	19.		5.0	15	6	19.0	17.4
HIWASSEE COLLEGE		IV	5	16.3	5	19.1	17.	42.	4.8	14	12	17.0	15.5
TEXAS													
BLINN COLLEGE		IV	1	28.5	1	33.7	18.		8.0	50	19	28.9	27.6
BROOKHAVEN COLLEGE		IV	1*	32.0	1	36.2	13.		6.7	24	33	31.7	32.3
CEDAR VALLEY COLLEGE		IV	1	30.8	1	34.9	13.		6.0	32	8	30.6	31.8
COLLEGE OF THE MAINLAND	5	IV	1	27.2	2	31.6	16.	52.	9.3	35	30	28.2	26.1
EASTFIELD COLLEGE		IV	1*	34.2	1*	38.7	13.		6.1	73	30	34.5	33.5

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INSTCATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
TEXAS(CONTD)													
EL CENTRO COLLEGE		IV	1	30.7	1	34.8	13.		6.1	58	102	32.0	30.0
EL PASO CO CMTY COLLEGE		IV	2	25.0	3	28.7	15.	51.	8.4	134	93	25.5	24.3
HOUSTON COMMUNITY COLLEGE		IV	3	23.6	3	26.7	13.	36.		194	159	23.3	24.0
MOUNTAIN VIEW COLLEGE		IV	1*	33.4	1	37.8	13.		6.0	53	19	33.8	32.3
PARIS JUNIOR COLLEGE	1	IV	3	22.5	3	27.9	24.	29.	6.3	43	39	22.8	22.2
RICHLAND COLLEGE		IV	1*	33.4	1	37.8	13.		6.2	83	53	34.5	31.7
TEXAS STATE TECHNICAL INST.		IV	4	20.6	3	26.3	28.		7.0	77	19	20.9	19.5
TEXAS STATE TECH INDS-WACO		IV	3	22.9	3	27.4	20.		3.0	278	32	23.2	20.4
UTAH													
COLLEGE OF EASTERN UTAH		IV	3	23.2	2	30.6	32.	32.	10.6	36	14	25.0	18.8
UTAH TECH COLLEGE AT PROVO	3	IV	2	24.4	2	32.0	31.	63.	13.8	124	43	25.0	22.9
UTAH TECH.COLL.AT SALT LAKE	3	IV	3	23.8	2	31.1	31.	64.	12.9	127	54	24.5	22.3
VIRGINIA													
INSTITUTE OF TEXTILE TECH.		IV	1	30.9	1	35.4	15.			19	2	---	---
SOUTHERN SEMINARY JR. COLL.		IV	5	17.3	5	20.1	16.		5.0	9	10	17.3	17.2
WASHINGTON													
BELLEVUE COMMUNITY COLLEGE		IV	1	28.3	1	34.7	23.	85.	3.8	56	36	29.0	27.1
COLUMBIA BASIN COLLEGE		IV	2	25.5	2	31.3	23.	81.		65	25	26.0	24.2
CORNISH INSTITUTE		IV	5	13.7	5	15.9	16.		6.0	8	3	---	---
EDMONDS COMMUNITY COLLEGE		IV	2	26.0	2	31.8	22.	67.	1.8	57	29	26.2	25.7
GRAYS HARBOR COLLEGE		IV	1	27.2	1	33.5	24.	85.	4.1	32	9	27.8	24.8
HIGHLINE COMMUNITY COLLEGE		IV	2	25.9	2	32.1	24.	92.	0.0	78	42	26.4	24.9
NORTH SEATTLE COMMUNITY COLL		IV	2	26.8	1	33.0	23.	85.		63	34	27.4	25.7
PENINSULA COLLEGE		IV	2	26.3	2	32.4	23.	82.		30	8	26.4	25.9
SEATTLE CENTRAL COMM.COLLEGE		IV	2	26.7	2	32.9	23.	80.		88	55	27.9	24.8
SOUTH SEATTLE COMMUNITY COLL		IV	2	26.4	2	32.5	23.	85.		51	16	27.5	23.1
SKAGIT VALLEY COLLEGE		IV	2	26.0	2	30.9	19.	86.	4.1	52	21	26.6	24.4
COMMUNITY COLLEGE OF SPOKANE		IV	2	25.6	2	31.3	22.	82.	4.4	235	98	26.0	24.7
TACOMA COMMUNITY COLLEGE		IV	1	30.2	1	37.4	24.	92.	6.0	45	17	30.4	29.7
WHATCOM CMTY COLLEGE		IV	3	23.7	2	29.1	22.	38.		11	10	23.6	23.9
YAKIMA VALLEY COMMUNITY COLL		IV	1	27.6	1	33.8	23.	87.	6.2	66	38	28.4	26.2
WISCONSIN													
DISTRICT ONE TECH INSTITUTE		IV	1	28.2	1	36.2	28.		6.7	103	51	28.3	28.1
NICOLET COLLEGE & TECH.INST.		IV	2	25.5	2	32.7	29.		6.8	36	10	25.9	24.0
WYOMING													
CASPER COLLEGE		IV	1	27.3	1	34.3	26.	70.	0.0	90	46	28.2	25.4
EASTERN WYOMING COLLEGE	1	IV	2	24.4	2	31.4	29.	55.		30	8	24.6	23.9

NOTES TO APPENDIXES I AND II

For the purpose of this survey, 12-month data are converted to a standard academic year basis. A factor of 9/11 (or 81.8%) is used to convert 12-month salaries to a standard academic year basis except when the institution has a different formula. The first eighteen footnotes are used to indicate which formula has been utilized to convert 12-month data for specific institutions.

1. A factor of 9/12 or 75.0 percent.
2. A factor of 76.9 percent or fiscal year divided by 1.30.
3. A factor of 80.0 percent.
4. A factor of 10/12 or 83.3 percent.
5. A factor of 9/10.5 or 85.7 percent.
6. A factor of 9/10 or 90.0 percent.
7. A factor of 86.0 percent.
8. A factor of 95.0 percent.
9. A factor of 85.5 percent.
10. A factor of 86.4 percent.
11. A factor of 86.9 percent.
12. A factor of 77.0 percent.
13. A factor of 79.2 percent.
14. A factor of 83.8 percent.
15. A factor of 90.9 percent.
16. A factor of 87.5 percent.
17. A factor of 77.2 percent.
18. A factor of 91.7 percent.
19. Fringe benefits have been estimated by Maryse Eymonerie based on information provided in previous years.
20. Salary negotiations were still underway at time of submission. Therefore, data do not reflect 1984-85 increase.
21. Data do not include the Commonweath's contribution to meet the unfunded retirement liability.
22. The overall average compensation also includes a portion of the employee's contribution to the Federal Social Security Program which is 5.85 percent of the first $16,500 of salary paid by the state. A factor of 9/12 or 75.0 percent was used to convert 12-month salaries to the standard academic-year basis for the following institutions: Angelo, Laredo, Stephen F. Austin, Sull Ross, and Tarleton State, Texas A & I, Texas A & M, Texas Tech Univs., and the Univs. of Houston (Central), and Texas (Tyler).
23. The data shown under *men* include both men and women combined.
24. *Illinois Eastern Community Colleges*—Data include Frontier Community, Lincoln Trail, Olney Central, and Wabash Valley colleges.
25. *Indiana Vocational Technical Colleges*—Data include all 13 campuses of this system.
26. *Purdue University Campuses*—Increases for continuing faculty were reported on an overall basis.
27. *Eastern Iowa Community College District*—Data include Clinton, Muscatine, and Scott Community Colleges.
28. *Louisiana State University and A & M College*—Data also include the Center for Agr. Sciences & Rural Development and the Law School.
29. *Peabody Institute of Johns Hopkins University*—Data apply only to the faculty in Conservatory.
30. *University of Baltimore*—Data are for the Yale Gordon College of Liberal Arts and the School of Business.
31. Data shown reflect a two- rather than one-year increase.
32. *Regis College*—The average salary for the rank of full-professor published in the 1983-84 annual report should have been shown as 28,6 rather than 31,2. The overall salary (all ranks combined) should have been 22,9 rather than 23,5.
33. *Lansing Community College*—Data shown under *men* are for both men and women. A factor of 9/12 or 75.0 percent was used to convert 12-month data.
34. Data do not reflect the 1984-85 salary increase not available at the time of submission.
35. *Arrowhead Community College Region*—Data include Hibbing, Itasia, Mesabi, Rainy River, and Vermilion Commuity Colleges.
36. *New Hampshire College*—Data are for the School of Business only.
37. *Alfred University*—Data also include the New York School of Ceramics at Alfred.
38. *Columbia University*—Data do not include Applied Science faculty.
39. *Cornell University (Endowed College)*—Data include the College of Architecture, Art and Planning, Arts and Sciences, Engineering, the School of Hotel Administration, the Law School, the Graduate School of Business and Public Administration and Nutrition.
40. *Hebrew Union College*—Data include New York, Cincinnati, and Los Angeles campuses. Because Hebrew Union-Jewish Institute of Religion, which is predominantly a graduate institution, has a very substantial portion of its faculty at the full professor level at the top of the scale, average salary and average compensation figures reflect an upward skewing for this institution which can be deceptive.
41. *Wright State University*—Due to recent ruling, employee's retirement contribution (averaging 8.75 percent) paid by the state and previously reported under fringe benefits is now included as part of salary.
42. *Temple University*—Increases in salary for the Law School faculty not reflected in data because negotiations were still underway at time of submission.
43. *Huston-Tillotson College*—Fringe benefits not available at time of submission. Therefore compensation figures are only reflecting "salary."
44. Data do not include Law School.
45. *Inter American University of Puerto Rico*—Data are for the entire system.
46. Roger Williams College—Data include both the Bristol and Providence campuses.

APPENDIX III PRECLINICAL DEPARTMENTS OF MEDICAL SCHOOLS (DATA ON 12-MONTH BASIS)

INSTITUTION	PR.	AO.	AI.	IN.	PROF.	ASSOC.	ASS'T.	INST.	% BEN.
ALBERT EINSTEIN COLL.MED.	35	30	15	5	65,2	50,0	38,5	----	26.0
BOWMAN GRAY SCH.OF MED.	19	28	27	3	48,5	39,4	33,5	----	20.5
CASE WESTERN RES.SCH.MED.					PNA				
COLL.OF MED.-MED.UNIV.S.C.	47	29	18	10	57,0	42,6	33,4	27,9	16.7
COLL.OSTEO.MED. PACIFIC	5	10	8		----	38,1	28,5		18.7
COLUMBIA U.-COLL. PHYS.&SURGS.	31	14	36	1	67,2	49,5	38,1	----	24.1
CREIGHTON UNIV.SCH. OF MED.	10	8	12		47,9	36,9	36,1		14.1
DUKE UNIV. MED. CENTER	41	29	39	5	61,2	44,3	34,1	----	22.3
HAHNEMANN UNIV.SCH.OF MED.	12	14	25	9	55,6	40,7	33,2	25,8	25.0
HARVARD MEDICAL SCHOOL	35	34	31	16	69,7	44,0	35,7	30,5	21.0
JEFFERSON MEDICAL COLL.	29	13	11	1	52,6	40,0	31,7	----	25.0
JOHNS HOPKINS SCH. OF MED.	23	23	25	2	63,1	44,7	34,0	----	20.7
KANS. UNIV. MEDICAL CENTER	27	15	11		46,2	35,4	30,4		17.4
LA.ST.UNIV. MED. CTR.	60	44	88	46	54,9	42,0	30,8	23,9	7.9
MEDICAL COLL.OF GEORGIA	25	36	25	5	50,2	40,0	28,5	----	22.5
MICH.ST.UNIV.-C.HUMAN MED.	31	16	13		51,9	39,6	33,2		23.5
NORTHWESTERN U.MED. SCH.	9	26	17		61,4	43,8	36,8		22.7
RUTGERS UNIV. MED.&DENT.N.J.	21	14	8	3	62,7	47,8	36,3	----	22.2
ST. LOUIS UNIV.SCH.OF MED.	23	18	14	15	46,9	38,2	32,0	19,7	17.2
SOUTHERN ILL.U.-SCH.OF MED.	19	32	20	14	49,6	39,5	30,9	24,9	13.1
STANFORD UNIV.-MED. SCHOOL	22	6	16		77,9	52,7	38,2		22.7
SUNY BUFFALO-HLTH SCI CTR	44	53	66	7	67,1	51,0	34,6	22,9	15.8
SUNY DOWNSTATE MED.CTR.	2	18	59	146	----	51,5	43,9	35,0	15.8
SUNY STONY BROOK HLTH SCI CTR	16	29	38	196	73,0	53,6	36,7	28,8	15.8
SUNY UPSTATE MED. CTR.	8	20	32	277	63,8	44,6	34,7	23,7	15.8
TEXAS TECH U.-HLTH SCI.CTR.	15	20	11		52,9	41,8	35,5		20.7
TUFTS UNIV.-SCH.OF MED.	18	10	17		54,2	45,8	33,4		23.1
TULANE SCHOOL OF MEDICINE	17	15	12	3	56,9	41,1	31,3	----	23.6
UNIFORMED SRVCES U.HLTH.SCI.	9	20	30	4	64,4	42,8	33,1	----	27.0
UNIV. OF ALA.-BRMGHM SCH.OF MED.	41	35	36	2	63,4	41,4	36,0	----	28.5
UNIV. OF ARIZ.-COLL. OF MED.	33	21	20		50,3	39,3	30,1		22.2
UNIV. OF ARK.-COLL. OF MED	17	17	13	2	49,2	36,9	30,9	----	17.9
UNIV. OF CALIF.-SAN DIEGO	9	5	6		60,8	----	39,7		23.3
UNIV. OF CALIF.-SAN FRANCISCO	62	24	20		56,1	37,6	30,2		23.0
UNIV. OF CHICAGO-PRITZKER SCH.MED.	49	26	16		56,8	41,4	34,2		20.0
UNIV. OF CINTI.-COLL. OF MED.	17	34	25	5	55,2	42,1	33,6	----	24.1
UNIV. OF CONN.-SCH. OF MED.	20	5	21		58,3	----	34,7		21.7
UNIV. OF FLA.-COLL. OF MED.	26	29	17		55,5	41,4	31,1		22.8
UNIV. OF HAWAII.SCH.OF MED.	28	16	9	1	46,2	34,4	26,6	----	34.9
UNIV. OF IOWA-COLL. OF MED.	45	20	19		58,6	44,6	36,9		21.1
UNIV. OF MARYLAND-SCH.OF MED.	29	29	27	1	57,5	45,4	33,8	----	28.2
UNIV. OF MICHIGAN-MED. SCH.	70	24	22		60,9	41,5	34,7		22.5
UNIV. OF MINN.DULUTH-SCH.MED.	4	19	10	1	----	38,1	28,3	----	25.2
UNIV. OF MISS.-SCH. OF MED.	24	12	25	1	50,1	37,9	27,8	----	16.2
UNIV. OF N.MEX.-SCH. OF MED.	14	12	20		53,4	37,3	29,1		18.9

APPENDIX III PRECLINICAL DEPARTMENTS OF MEDICAL SCHOOLS (DATA ON 12-MONTH BASIS)

INSTITUTION	PR.	AO.	AI.	IN.	PROF.	ASSOC.	ASS'T.	INST.	% BEN.
UNIV. OF NEBRASKA-COLL.OF MED.	14	24	5	2	49,1	38,5	----	----	18.1
UNIV. OF NEVADA-SCH. OF MED.	5	12	5		----	36,5	----		14.2
UNIV. OF OKLA.HLTH.SCI.CTR.	27	15	16	2	47,3	39,2	32,0	----	22.0
UNIV. OF PENN.-SCH. OF MED.	53	21	41		65,1	44,5	34,3		29.3
UNIV. OF PITTS.-SCH. OF MED.	11	13	27	1	60,2	42,3	33,1	----	24.5
UNIV. OF S. DAK.-SCH. OF MED.	8	7	7		43,5	33,0	27,1		15.0
UNIV. OF S. FLA.-MED. CTR.	6	23	7		55,8	42,9	31,3		22.0
UNIV. OF SOUTHERN CAL.SCH.MED.	19	27	24	3	67,2	47,2	34,5	----	26.0
UNIV. OF TENN. CTR.HLTH.SCI.	34	28	34	7	51,0	37,8	33,6	23,9	25.7
UNIV. OF TEXAS.MED.SCH.HOUSTON	13	19	21	1	64,0	49,7	37,7	----	20.3
UNIV. OF UTAH-SCH. OF MED.	27	23	16	2	52,3	40,3	35,4	----	27.2
UNIV. OF VERMONT-COLL.OF MED.	12	14	10		51,0	41,0	36,6		26.4
UNIV. OF VIRGINIA-SCH.OF MED.	28	14	32	2	53,3	39,9	30,0	----	24.4
UNIV. OF WIS.-MED.SCH.	46	32	14		51,3	36,8	31,4		24.3
VANDERBILT UNIV MED.CTR.	31	22	15	8	61,7	43,5	33,5	24,5	22.9
W. VA. UNIV.-SCH. OF MED.	26	26	8		43,6	35,8	30,6		19.3
WASHINGTON UNIV.-SCH.MED.	36	24	27	5	60,6	42,8	32,2	----	20.7
WAYNE ST.UNIV.-SCH.MED.	33	41	11		50,5	29,1	32,3		23.0
YALE UNIV.-SCH. OF MED.	37	12	19		68,1	43,5	34,5		25.0

The data for this report were collected, processed, and tabulated for the American Association of University Professors by Maryse Eymonerie Associates. Inquiries concerning the data presented in this report, the ordering of additional tables, or special tabulations should be directed to Maryse Eymonerie Associates (MEA), P.O. Box 520, McLean, Virginia 22101, telephone (703)448-8519. Orders for additional copies of the annual report itself should be directed to AAUP, 1012 14th Street, N.W. Washington, D.C. 20005, telephone (800) 424-2973. (Price $25, prepaid order only.)

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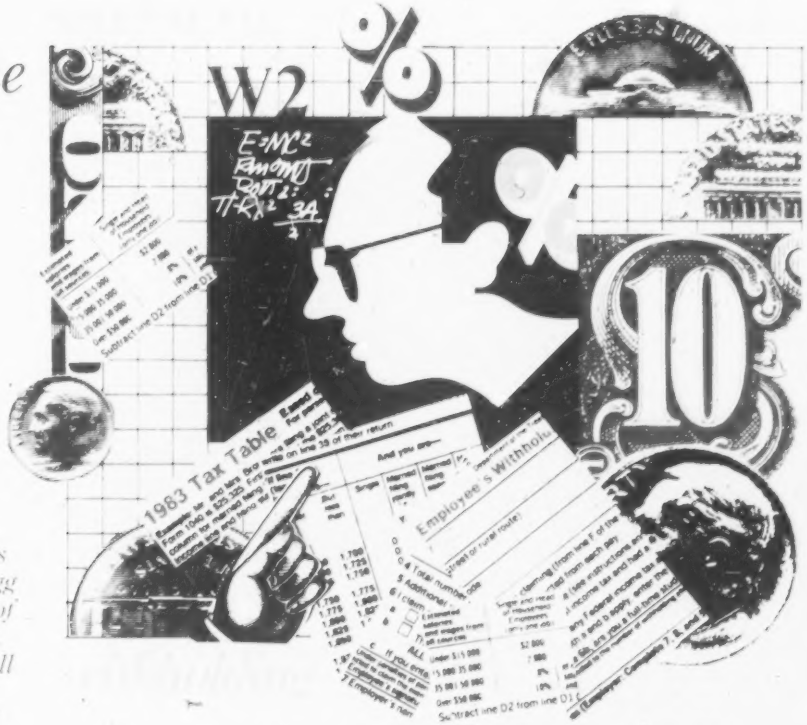
The Case of the Tax-Perplexed Professor



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